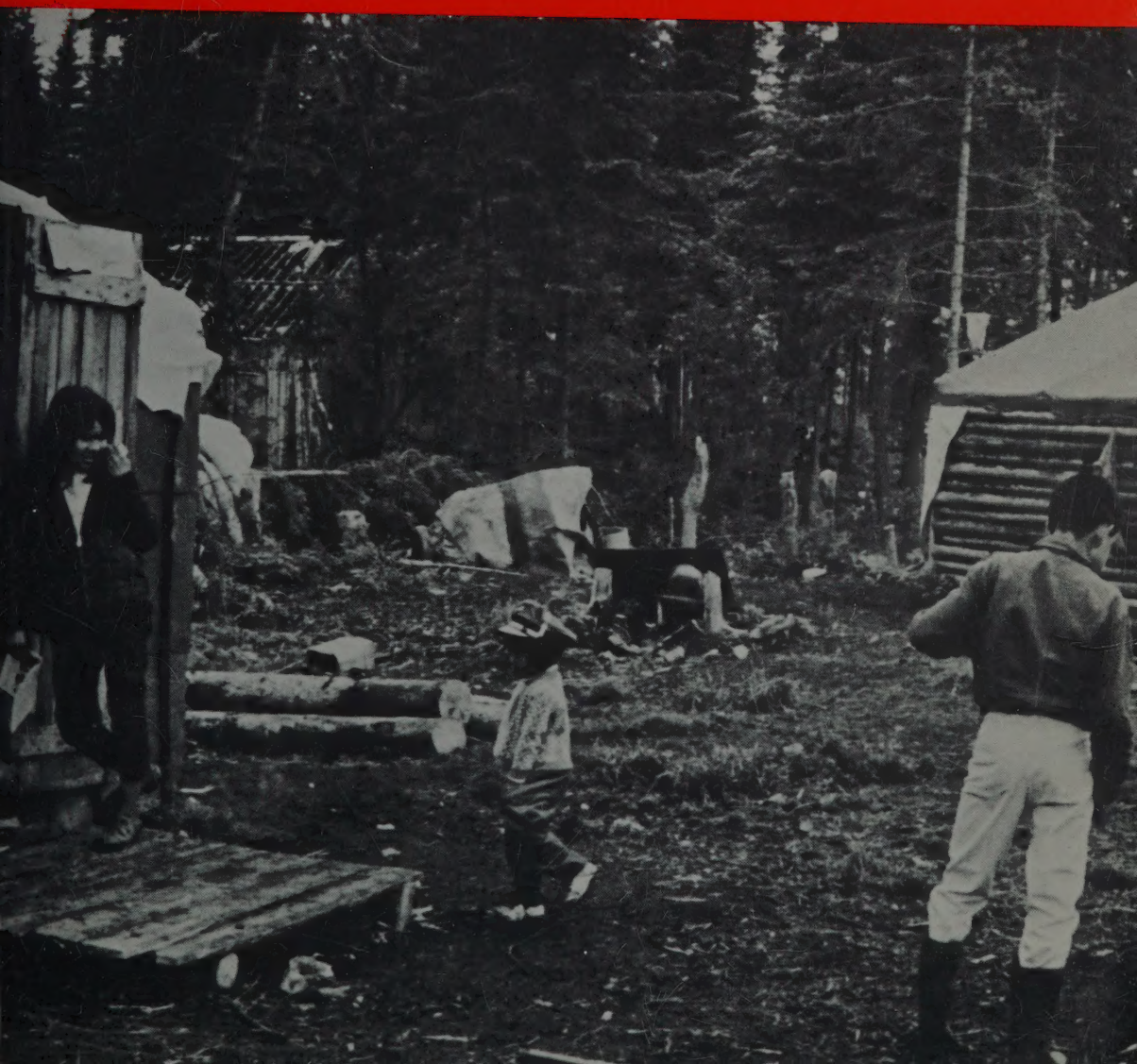
The Labour Gazette

November 1969



"We spend millions enforcing the laws of society to protect society from crime. Why don't we spend as much enforcing the laws of human rights to protect society from slums, poor housing, unemployment, limited medical care, discrimination, prejudice?" Read "Too Impatient? Too Unconcerned?" by Walter Currie. See p. 646.

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News Briefs

■ **The Alliance for Labor Action was formally established at a two-day convention held in Washington in May.** The meeting sealed the alliance between the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. The two unions have a membership in excess of 3.5 million. A previous meeting was held in July 1968 (L. G., Dec. 1968, p. 697). Keynote addresses were given by UAW President Walter Reuther and IBT General Vice-President Frank Fitzsimmons.

In a statement of purpose drawn up at the convention, the Alliance declared that adherents "agree to co-operate and work together toward the achievement of common goals, to get the American labor movement on the march, and to help America find creative and constructive answers to the urgent complex economic and social problems that we face as a nation." **Mr. Fitzsimmons said that the Alliance "is not a competitive labour federation" and denied that the auto workers or the teamsters were "at war with the AFL-CIO."**

The AFL-CIO Executive Council has described the Alliance as a form of "dual unionism" and has warned unions in the federation that affiliation with the Alliance would bring expulsion from the federation. The UAW and the IBT are the only unions in the new organization. The International Chemical Workers' Union, a much smaller union, did announce its affiliation, but subsequently made no further statement on this action. The UAW disaffiliated from the AFL-CIO in May 1968; the Teamsters were ousted from the Federation in 1957 on charges of domination by corrupt influence.

Mr. Reuther said that the Alliance would "extend the hand of co-operation and support to any organization that is prepared to co-operate in the task of organizing the millions of unorganized, whether they be industrial workers or white-collar workers, whether they be workers in the South or migratory workers or the working poor."

Convention resolutions called for action to meet urban problems, to relieve the housing shortage, to reform income tax laws, establish national health insurance, strengthen collective bargaining, and create a united defence fund.

The Alliance will be run by an executive committee consisting of the chief executive officers of the UAW and the IBT as co-chairmen, plus four representatives chosen by each union. There is provision for a meeting twice a year of executive officers of unions affiliated with the Alliance.

WALTER REUTHER

Jean-Paul Geoffroy has been appointed Chief Justice f the new Quebec Labour Court (L. G., Oct., p. 601). Ir. Geoffroy, 46, was president of the Quebec Advisory ouncil on Labour and Manpower. From 1948 to 1966, he as the CNTU's assitant secretary-general.

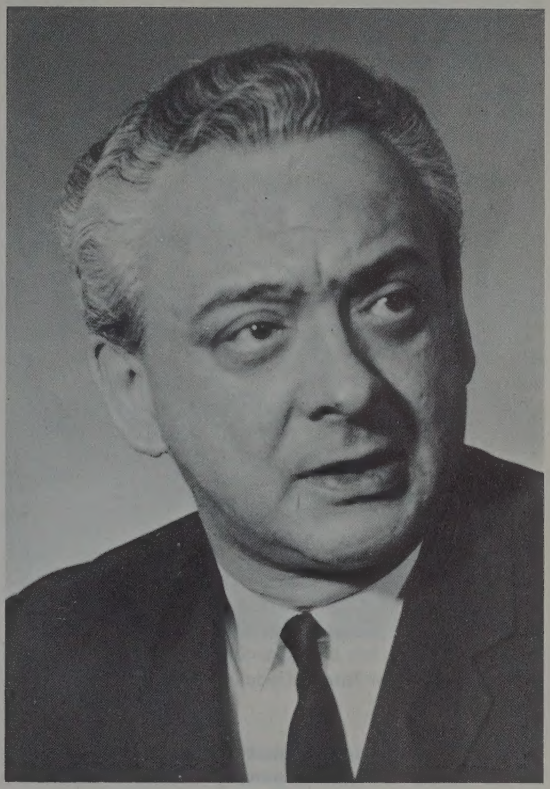
t the same time, Mr. Geoffroy was a member of the uperior Labour Council which is now the Advisory ouncil on Labour and Manpower and a professor of dustrial relations at the University of Montreal. efore becoming president of the advisory council, Mr. eoffroy had been the vice-president of the federal mmigration appeal board. He has taken up his new ıties in Montreal.

onat Quimper, Quebec's Deputy Minister of Labour nd Manpower, has been appointed as a judge of the rovincial court and as Assistant Chief Justice of the w Quebec Labour Court. Mr. Quimper joined the partment 25 years ago as a conciliator and rose to e rank of deputy minister in 1966. At one time, he was e department's director of conciliation and arbitration.

Federal Labour Minister Bryce Mackasey and Nova cotia Minister of Labour Thomas McKeough have gned an agreement that will result in safer working conitions for some 31,000 members of Nova Scotia's labour rce. Ottawa will reimburse Nova Scotia for the federal are of the costs.

he agreement, authorized under the Canada Labour afety) Code, will provide industrial safety inspection rvices to works, undertakings and businesses that erate under federal jurisdiction, such as interprovinl transportation and communication systems, radio d television broadcasting, many Crown corporations, d the Public Service of Canada. **This agreement is the st to cover such a variety of businesses.** A previous reement between Ottawa and Nova Scotia provided a coal mine inspection service to the Cape Breton velopment Corporation. **Under the main provisions the agreement, the services of experienced provincial fety officers will be made available to the federal vernment to assist employers in achieving higher levels employment safety.**

a result of this co-operation, duplication of field ff is avoided, and equal protection for workers is ured, because the one body provides a uniform safety pection service to industries in the province regardss of whether the enterprises fall under federal or ovincial jurisdiction. This service is under the direcn of George V. Smyth, Director, Industrial Safety ision, Nova Scotia Department of Labour. Local



JEAN-PAUL GEOFFROY

responsibility for the co-ordination of this federal program will rest with George Sigut, the Nova Scotia regional safety officer, Accident Prevention and Compensation Branch of the Canada Department of Labour.

■ **Correction. A serious error in the March issue of The Labour Gazette was recently pointed out to the editors by the Confederation of National Trade Unions.** In the article, Quebec Liquor Board Employees End Strike, on page 161, the first sentence in the third paragraph of the third column reads: "At one point during the strike, a general strike throughout Quebec was proposed by CNTU President Marcel Pepin." The sentence is completely inaccurate. Mr. Pepin did not, at any time during the strike, speak of the possibility of a general strike. **Our sincere apologies go out to Mr. Pepin and the CNTU for any embarrassment this gross oversight may have caused.** — The Editors.

■ **George L.-P. Weaver, formerly U.S. Assistant Secretary of Labor for International Affairs, and Chairman of the Governing Body of the International Labour Office from June 1968 to June 1969, became Special Assistant to David A. Morse, ILO Director-General, on September 1.** Mr. Weaver will be based in Washington, D.C.,where he will handle ILO relations with the international, regional and governmental organizations that have their headquarters in the U.S. capital. He will function also as a roving representative for the ILO Director-General.

Born in Pittsburgh, Pa., Mr. Weaver received a Doctor of Laws degree from Howard University in Washington. He served with the Congress of Industrial Organizations, beginning in 1941, and after the merger of that organization with the American Federation of Labor in 1955, he was appointed executive secretary of the AFL-CIO Civil Rights Committee. He became assistant to the president of the International Union of Electrical, Radio and Machine Workers in 1958.

Mr. Weaver was appointed Assistant Secretary of Labor for International Affairs in 1961, and he served in this capacity in the Kennedy and Johnson administrations. Most recently he has been Special Assistant to the Secretary of Labour for International Affairs.

Mr. Weaver has spent almost his entire working life in the labour movement, gaining extensive experience as an administrator in the fields of civil rights and international labour problems. Long familiar with the ILO'S work, he was an American worker adviser to the 1957 and 1958 International Labour Conferences; as a U.S. Government Delegate to the Conference, he became a member of ILO'S Governing Body in 1961; and he served as chairman of the Governing Body's Committee on Discrimination, and as Chairman of the Governing Body in 1968.

■ **Wage settlements through April, May and June brought an average annual base rate increase of 7.6 per cent, according to statistics analysed by the Canada Department of Labour.** Base rate is defined as the straight-time hourly rate for the lowest paid workers, usually the unskilled or semi-skilled in the negotiating units, and is therefore not representative of average wage increases.

Settlements in the first quarter of 1969 resulted in a 7.2 per cent increase. The annual average increases for settlements signed during the third and fourth quarters of 1968 were 8.5 per cent and 7.5 per cent respectively.

GEORGE L.-P. WEAVER

There were 123 settlements in the second quarte covering bargaining units of 500 employees and over th affected the wage rates of approximately 234,625 em ployees. Thirty of these settlements covered 22,27 employees in manufacturing, and provided base ra increases averaging 8.9 per cent. In the first quarter th average increase was 6.9 per cent. The remaining 9 settlements covered 212,350 employees outside manu facturing and provided for an average increase of 7 per cent, as against 7.3 per cent in the first quarter.

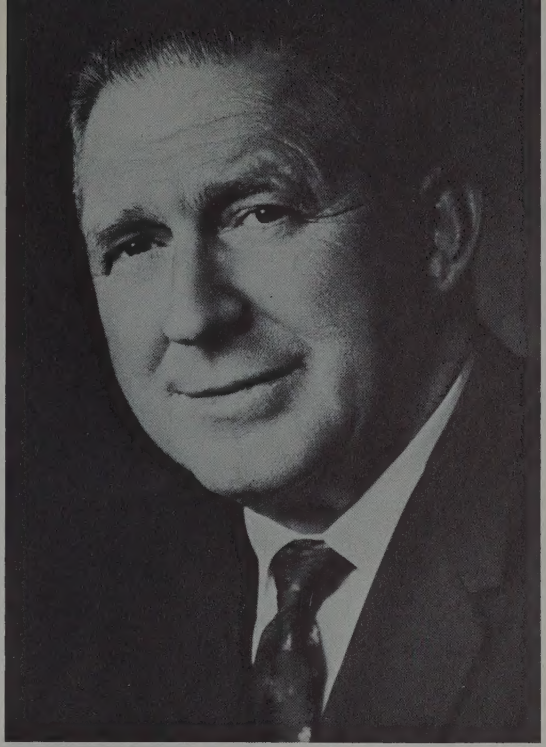
The impact of the 123 new settlements, when taken conjunction with the wage provisions of existing contract sets the annual base-rate increase at 7.7 per cent, or 17 cents an hour for the 12 months ended June 30, 1969. T annual base-rate increase for the 12 months endi June 30, 1968 was 6.4 per cent or 13.9 cents an hour.

Contributing to the total impact is the coming in effect of second-and third-stage increases in contrac outside the construction industry negotiated in 19 and 1968. **There were 616 of these agreements in for as of June 30, 1969, covering approximately 1,267,0 workers. The equivalent analysis last year included 5 agreements covering approximately one million e ployees.**

Floyd Emery Smith, a former machinist's helper and union leader for many years, has been sworn in as resident of the International Association of Machinists d Aerospace Workers (IAM). Mr. Smith succeeds oy Siemiller, 68, who is retiring in accordance with M rules on age limits for officers.

orn in Quimino, Kan., in 1912, Mr. Smith found his st job during the Great Depression as a machinist's lper, and he became a bricklayer in 1935. He was tive in the St. Louis, Mo., local of the Bricklayers, asons and Plasterers' International Union of America. 1942, he was elected president of the Bricklayers' nion local in Las Vegas, Nev.

ppointed deputy labour commissioner for the state of evada, he served in that post for 18 months. Later, he as assistant business representative for IAM Local 35 in Long Beach, Calif. **Mr. Smith served also as eward, union local president, local business agent, ternational representative, and for the last eight years, general vice-president of the IAM.** In that capacity, s responsibilities extended over a territory from the reat Lakes to the space centre at Cape Kennedy, Fla. is an area in which machinists hold contracts covering ork from heavy industry to small shops.



FLOYD E. SMITH

f trade unionism, Mr. Smith has said: "A union has veral purposes: to organize the men and women of dustry so they can get a better deal from their employer, d to service those who are organized through prompt d effective handling of grievances, through skillful gotiations, and through wise counselling. It doesn't do y good to organize union members unless you can ser- e them. And it doesn't do any good to service union embers if they are going to lose everything they have ined through restrictive legislation."

Lloyd Sharpe has recently joined the staff of the deral Industries Division of the Canada Department of abour's Economics and Research Branch as an industry ecialist. He will be responsible for the development research in the road transportation industry that will ovide a research service to the department's Con- iation and Arbitration Branch in the settlement and evention of labour disputes in areas under federal risdiction. The research will also be designed to serve e needs of other departmental programs, such as bour standards.

r. Sharpe is a graduate of the University of Manitoba, d he has had extensive experience in industry in the rsonnel and industrial relations fields. He was head, rsonnel department, Polymer Corporation from 1946- . He served with Imperial Oil Limited from 1947-55 as a co-ordinator of personnel, and then as head of the labour relations and research division. From 1955-64, Mr. Sharpe operated his own construction firm, and from 1964-68 he was director of employment relations for the Registered Nurses Association of Ontario.

■ **The starting salary for nurses at St. Joseph's Hospital, Guelph, Ont., has been increased by $80 a month to $525. The award was made by an arbitration panel, and it puts the nurses among the highest paid of any in a public hospital in the province.**

Toronto nurses start at $470. This is the amount recommended by the Ontario Hospital Services Commission, and was offered to the Guelph nurses before they went to arbitration in June. In its report, the arbitration panel said that it had "paid no consideration whatsoever to statements of the Ontario Hospital Services Commission. In our opinion, the intentions of this body are completely irrelevant to our deliberations." **The panel went on to say that it "cannot accept the position that the public is entitled to nursing services by virtue of legislatively forcing nurses to accept substandard wages."** The arbitrators also granted, for a five-year period, annual monthly increases of $25, up $5 monthly, for the occupation classifications, and $28 a day for graduate registered nurses doing part-time work.

Book Reviews

Fuller Employment with Less Inflation, by Irving H. Siegel; The W. E. Upjohn Institute for Employment Research, Kalamazoo, Mich.; 70 pages; no charge for one copy.

This publication, comprising four essays on policy and statistics needed for greater price stability, cites a marked drift by the United States toward a monitored economy. Basic to policy design for more jobs with stabler prices, says Dr. Siegel, is acceptance of the Employment Act of 1946 as a framework for balanced pursuit of all major economic objectives, not simply manpower objectives. The older Federal Reserve Act should accordingly be brought into closer alignment with the Employment Act, and he suggests a restatement of the wage-price-productivity principle to facilitate statistical measurement in support of co-ordinated monetary and fiscal policy.

Government leadership and example on other anti-inflationary fronts are advocated by Dr. Siegel. He says that the public, the press, and business and labour executives should be better informed and constantly reminded of the economic relationships affecting price stability. **Thus, employers and unions should be encouraged "to forego speculative wage and price rises in consideration of the steadier economic outlook provided by active fiscal policy," says the author.**

Dr. Siegel proposes that the U.S. Government exercise more deliberately the market power it possesses as a dominant buyer of various goods and services. He says that, by means of "wage-deferment bonds," it could promote more "responsible" behavior regarding pay and prices. **In particular, Dr. Siegel maintains that, as the Government heads into a new round of sizable annual pay increases in mid-1969, it could help cool the economy without jeopardizing the employment level by making extra payouts in bonds.**

Dr. Siegel is a member of the Upjohn Institute's Washington staff. He was associated with the President's Council of Economic Advisers throughout the Eisenhower Administration.

The Role of Unemployment Insurance Under Guaranteed Minimum Income Plans, by Merril G. Murray; The W. E. Upjohn Institute for Employment Research, Kalamazoo, Mich.; 41 pages; no charge for one copy.

Even though unemployment insurance could be co-ordinated with guaranteed minimum income plans, it would be no more than an accommodation. This is the conclusion of a study of various negative income tax, social dividend and children's allowance proposals to determine how unemployment insurance could be co-ordinated with them. The study examines also the extent to which social insurance and public assistance could be expanded and reformed to meet the income needs of the poor.

The author demonstrates that unemployment insurance could be best co-ordinated with any currently proposed guaranteed minimum income plan by treating unemployment compensation the same as wage income. Dr. Murray finds, however, that only a limited number of unemployment insurance claimants are in poverty and would benefit from the various guaranteed minimum income plans. "The needs of many of the poor could not be met even if unemployment insurance and other types of social insurance were expanded to their maximum potential." Dr. Murray states that if public assistance were reformed so as to fill the gap between social insurance protection and the income needs of the poor, it could be best co-ordinated with unemployment insurance.

Guaranteed minimum income plans, no matter how generous, could not and should not supplant unemployment insurance, he concludes, because the large majority of workers covered by unemployment insurance are above the poverty level. "Thanks to unemployment insurance, most claimants do not drop below the poverty level when unemployed," he says. But he warns that the advantages of unemployment insurance in promptly replacing part of the wage loss of the unemployed without a needs test could be adversely affected if the program is not properly co-ordinated with whatever guaranteed minimum income plan might be enacted.

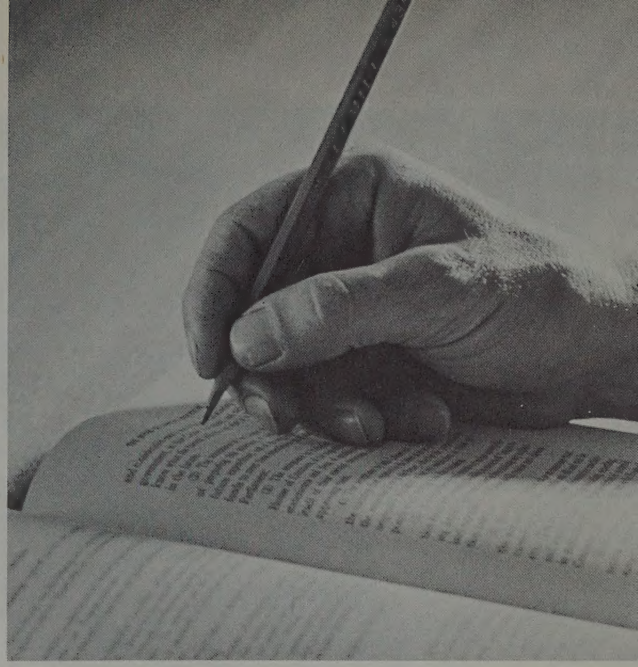
Dr. Murray is a staff member of the Upjohn Institute. His entire career has been spent in research on, and in the administration of unemployment insurance and old-age and survivors' insurance. For many years, he was executive secretary of the Federal Advisory Council on Employment Security in the United States.

Unemployment and Income Security; Goals for the 1970s, report of the Committee on Unemployment Insurance Objectives; The W. E. Upjohn Institute for Employment Research, Kalamazoo, Mich.; 27 pages; no charge for one copy.

"Unemployment insurance can and should become more involved in helping to resolve" the problem of "longer term unemployment, especially that arising out of permanent job dislocation" is one of the major conclusions underlying a new statement of basic purposes for an unemployment insurance system in the United States. In this report, the committee says that, besides compensating adequately for the unemployed worker's loss of wage income, the unemployment insurance program should also help the permanently displaced worker achieve vocational readjustment, and overcome other impediments that bar his path to suitable re-employment."

The committee recommends that, in addition to supplying income and other support to the unemployed individual, the unemployment insurance program should also pursue a number of important secondary objectives to promote economic efficiency and stability. **These include improved manpower utilization, as well as reduced inflationary effects of unemployment, better resource allocation, and more stable labour demand and supply.** In restating the program's fundamental purposes, the committee seeks to provide guidance for a thorough and systematic appraisal of the system that "should be made taking account of not only the unemployment insurance program itself, but also its position within the broader context of income security and other forms of aid for the unemployed." The committee's report calls attention also to some of the program's well-known shortcomings, laying particular emphasis on its restricted coverage and inadequate weekly benefit amounts, for which prompt remedial action is urged. Also cited is the need to deal more effectively with problems of benefit eligibility, abuse and financing.

The 13-man committee was chaired by William Haber of The University of Michigan and was composed of recognized authorities on income maintenance, manpower problems, social security, welfare and related fields.



Guidelines for the Employment of the Culturally Disadvantaged, by Sidney A. Fine; The W. E. Upjohn Institute for Employment Research, Kalamazoo, Mich.; 31 pages; no charge for one copy.

The "culturally disadvantaged" people are men and women over the age of 16 who live outside the mainstream of American life in urban ghettos and in isolated rural areas. **"First of all," says the author, "the time for gimmicks, for stop-gap and crash programs, has run out." A total approach is needed—"an approach incorporating a broad understanding of the problem and the total involvement of every segment of a business or institution."**

According to Dr. Fine, "to employ the culturally disadvantaged, deliberate action must be taken—action such as the re-examination of personnel policies concerned with selection, hiring, placement and promotion." In 12 concise guidelines, Dr. Fine attempts to cover most of the important elements of a total personnel program that could provide employers with effective manpower, and the disadvantaged "with a handhold on the opportunity system in American life."

Dr. Fine, a staff member of the Institute, is a specialist in job analysis, occupational classification, and personnel management.

50 Years Ago

Then as now, low-income family babies died at a high rate, Quebec teachers made under $1,800 after 23 years, eggs in Vancouver were $1.00 a dozen and the weekly food bill for an average family of five was $14.21. This was the picture in November 1919.

In the days before the now-recognized "battered baby syndrome," researchers were attempting to correlate income and child mortality. The findings of a report based on an investigation carried out in eight U.S. cities over a period of six years stated that of the total number of children born in Saginaw, Mich., in 1914, 1,015 out of a population of 50,000, the general rate of infant mortality was 84.6 per thousand. **Analyzed according to the rate of family earnings, the highest death rate, 179.5 per thousand, was for infants whose fathers earned under $450, and the lowest death rate, 22.2 per thousand was for those whose fathers earned over $1,250.** The death rate fell steadily through each group as the fathers' earnings increased, but the rate did not fall below 100 per thousand until the group $850 to $1,250 was reached, and from that point the fall was very marked. "In other words," the bulletin concludes, "the babies in families where the earnings of the father are low, die at a much higher rate than do those whose fathers are able to provide sufficient care for them. Poverty with its concomitants is an important factor in infant mortality."

Quebec accepted new wage increases that brought thei annual earnings to $600 for the first year, $900 for th fifth, $1,150 for the 10th, $1,400 for the 15th, $1,65 for the 20th, and after 23 years on the job, the reached the top salary of $1,800.

The weekly cost of the food budget for an average famil of five had risen from $5.48 a week in 1900 to $14.21 a of mid-October 1919. And for the same period, fue lighting and rent had risen from $3.87 to $8.69. Egg were up to $1.00 a dozen in Vancouver, 90 cents in oth British Columbia cities, and 75 cents and 80 cents some Ontario and Quebec cities. The "finest creamer butter" advanced from 54 cents a pound at the end September 1919 to 62 cents, the price rising about cents each week. Creamery solids at Toronto rose fro 56 to 60 cents. The price of milk increased in several the cities, but this was usual for the autumn, t November 1919 Gazette reported.

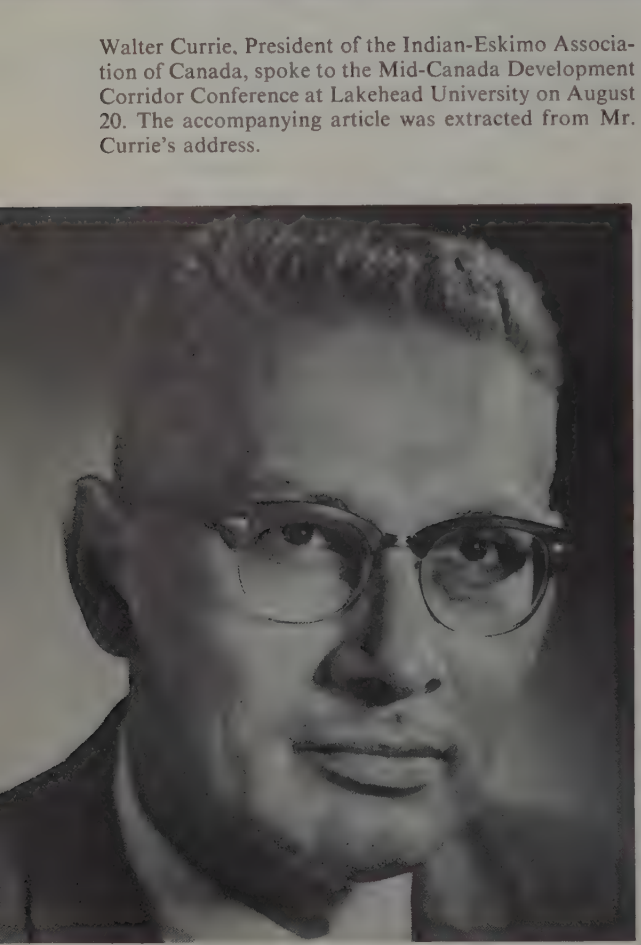
he price of lake trout had fallen to 14 cents a pound at ronto. The new cure of dried cod from the Lunenberg tch sold for $12 a quintal, the same price as that paid r the summer catch because a lack of steamers from ew York had prevented the full shipments of fish from uba and Puerto Rico. The export from Canada was erefore increased. The supply of fish at the Windward lands, however, was said to be large. Prices for spring ackerel were reported down to $14 a barrel owing to ght demand. The herring market was firmer at $6.50 a rrel as the short catch of the autumn season had med the market for the surplus from the year before. lo coffee was only 35 cents a pound, and sugar was ly slightly higher. Maple sugar had advanced to 27 t 30 cents a pound, bananas were 8 cents a pound, d fall apples were $4.00 a barrel.

the early winter of 1918, a carter lost a team of horses rough the ice when his drivers were hauling ice from the S. Lawrence river to a platform belonging to the Domin Park of Montreal. He had a contract with the Park ad brought action against the Park for $600, the estimæd value of the horses. It was claimed by the Park that te carter was in the position of a contractor a forfait vho undertook the risks of the job, receiving 10 cents a bck for carting the ice, and therefore the Park was not i control of the carter's horses and not responsible for ay accident that might happen to them. The Superior Gurt of Quebec apparently agreed, and the carter's aion was dismissed. **On appeal to the Court of Review, however, the judgment of the Superior Court was reversed on the ground that no matter what relationship existed between the drivers and the Park, the defendant was obliged to furnish a safe place where they could do their work.** The Court was of the opinion that by constructing the platform on the ice, and by directing the approach to the platform, the carter's teams were given an open invitation, and the Park was duty bound to ascertain the safety of the ice at that point. The judgment further declared that the contract between the plaintiff and defendant was not a contract a forfait, but was a hiring by the piece, and that the defendant was responsible to the plaintiff's men by the rules governing the relations between master and servant for the safety of the work which they were given to do. **The defendant was therefore ordered to pay the carter $600 with costs both of the Superior Court and of the Court of Review.**

The usual annotating of fatal accidents gave some of these reasons: one man died when a sewer caved in; one was caught in a belt; another hit by a falling tree; one was struck by lightning; another fell carrying tools and punctured his stomach; one got caught in the premature exploding of dynamite; one was struck by a clam shell bucket; another crushed between iron beams; one struck by a falling bag of sugar; another was electrocuted with defective wiring in a potato peeler; one fell on a cut-off saw; one was crushed by rolling logs; and after a horse shied and a nail entered his kneecap, a blacksmith died of infection.

Too Impatient? Too Unconcerned?

Walter Currie, President of the Indian-Eskimo Association of Canada, spoke to the Mid-Canada Development Corridor Conference at Lakehead University on August 20. The accompanying article was extracted from Mr. Currie's address.



As an Ojibwa Indian, one of the many Indian peoples Canada, one of this country's three founding races, would like on behalf of my people to officially welcon you to our shores. We hope and expect that your st here will be pleasant and memorable, that while you a here you will not only take note of our customs a beliefs but will respect and honour them. In turn, v will not try in any manner to impose upon you our way nor to change yours.

You smile when I say these words, and yet, over the pa few hundred years, my forefathers by word and de expressed these feelings to your predecessors. As matter of fact, examine the writings of those ea explorers along either coastline, and you will find th my people greeted the newcomers graciously and ma them welcome; that in no case were my people hosti That did not come until later, until after sad experien taught us that all newcomers were not worthy of tru and brotherhood.

Further to this, it was our forefathers who taught European how to survive and how to live in this land. N it is true, the Indians accepted and adopted some of technical advantages of your culture—the killing sti the iron pot, the steel blade, the steel traps, the blanke the geegaws, the liquor—but only to improve upon th physical way of living. It was the Indians' way of life

WALTER CURRIE

hich animals to kill and how to kill; which plants, uits and nuts to eat; which herbs for medicinal purposes; how to build a shelter to keep out the cold of inter; how to make clothing from the skins of animals r warmth, comfort, and beauty; how to use and build e canoe to travel great distances, to make portages sily, to explore around the next bend in the river—it as the Indians' way of life that made it possible for ose first Europeans to survive and prosper.

was the generosity of our forefathers who ensured the rvival of many of the first white settlements. As aptain John Smith wrote "It pleased God (in our xtremity) to move the Indians to bring us Corne, to fresh us, when we rather expected they would destroy ." Further writings show that when the Indians were arving and the people of Jamestown had corn, the nglish governor traded 400 bushels for "a mortgage n their whole countries."

In our nation's yesterdays, the Indian was a true resource to the newcomer. It was he who ensured the survival of the settlements, he who gathered the furs upon which a great industry with great riches was founded, he who provided the balance of power in the great border wars between the warring European nations, he who guided the explorers along the waterways, across the prairies, and through the mountains to the sea, he who was the majority—and look how he treated his white immigrant minority! Yet it was he who found himself crowded off his lands and eventually compressed onto reserves when he was no longer of any use to the "coat-wearing people." **Under the Indian Act today, my people exist on some 2,200 reserves across Canada in abject poverty, poorly housed, with limited health services and less than**

satisfactory educational opportunities. The Department of Indian Affairs reports that there are 237,490 registered Indians in Canada as of 1968—a 3-per-cent increase over 1967—despite an infant mortality rate of 51 in every 1,000 compared with a national average of 22 in every 1,000. **At the same time six out of 10 Indian homes have three rooms or less; nine out of 10 Indian homes have outdoor plumbing, with the water supply a pump, a creek or a lake; four out of 10 Indian families are on welfare; three out of four Indian families earn less than $2,000 a year.**

My people are a young people. More than half the total registered Indian population is of school age-under 17. And yet, in this, "the Province of Opportunity," of 14,000 registered Indian children in school, one quarter of this province's Indian population, there are only 35 students in Grade 13. **In this whole nation, there are only 186 Indians in university.**

We must know and understand what facts and causes, what successes and failures of yesterday, brought about the good and the bad of today. **Too often our agencies, both political and private, have failed to examine with objectivity their efforts and results, and have perpetuated the headaches they seek to remove. For example, education given to the Indian by the Department of Indian Affairs has been an annual repetition of the same program ensuring the same poor results.** Nationally, only one in eight of the Indian children continues beyond Grade 8, and yet the methods and programs have not fundamentally changed; these methods have persisted in preparing the Indian child "to take his place in our society." **You businessmen, you mining people, you labour people—where are your Indian foremen? Your Indian stewards? Your Indian field bosses? Have you made efforts to ensure the use and growth of native Canadian people in your plants?** I give you Coppermine and Thompson, Manitoba, as two of several examples of failure to do this. What is needed is new thinking economically, socially and politically to cure these problems. In some cases, maybe thinking for the first time.

In the yesterdays of my people, we were three major groups—those who lived between the Rockies and the Pacific, those who moved across the plains, and those of the forests and streams. The nations had their varied languages, their customs, their beliefs, their ways of living. **Unlike the arriving white man with his peasant ethos, the Indians of North America followed a hunter ethos.** He lived—and lives—within his environment; he was a part of the land and what it yields. He took only what he needed. He had no need either to command or to obey another's wishes. Time and work had not been invented; acquisition of property was unknown. Group interest was paramount to self interest: When I eat you eat; when you go hungry I go hungry.

The European—with his peasant ethos of competition fo the acquisition of private property; his saving for tomor row when he would be too old to enjoy it; his "time i money"; his emphasis on individualism and competition and his command over others—found (and finds today that there was a great communication gap, leading t little or no direct understanding between the two socie ties: "These Indians are just too lazy to work; they lac ambition; they're undependable." Eventually, th Indians were placed on reserves, where their way o living was to continue, protected. And yet, change wa constantly thrust at the Indian, directly and indirectly As the hinterland was filled by the ever-increasing num bers of arrivals, the game upon which the Indian relie disappeared. He could no longer provide food, clothin and shelter by his hunting skills. To overcome this, h would be made a farmer! **And yet, for centuries befor you came, the people of North America had known o farming and had obviously decided to remain hunter even after the arrival of the white man. When this did no work, welfare was instituted, a further and continuin emasculation of the Indian male.**

This was not and is not an answer. Involvement in th seeking of answers and the execution of the plans is th answer. **Do it with, not for, the Indian.**

What remains to the Indian today? His beliefs, his goo have been taken from him; the Indian's dress, this to is gone. His mobility is gone; his ability to provide fo his family by hunting is gone; his customs and belie have been destroyed and replaced by Christianity. A **that remains are his languages. And soon they, too, ma disappear.** The language of the classroom is French English. The language of the child and his communi is not used, nor even encouraged. True, the forbiddi of the Indian child his right to use his native langua in school has been repealed; but the damage has be done. **I am not advocating the use of the native languag only; the Indian is wise enough to realize the realities life. But do we have to give up everything? Must you pra tise cultural genocide?**

The Policy of the ruling powers has been, "Use and th discard the native; banish him onto a reserve and will disappear." Unfortunately he has not disappear but is growing in numbers; so a new policy, one assimilation and integration, makes him into a brow skinned white man. Unhappily for both the white m and the Indian especially, it is not working. **I wond what would happen if white Canada would accept would be aware of us as Indians, would accept us as people, would share with us pride in our heritage**—for is Canada's heritage also. I wonder what would happ if you would stop trying to change us into somethi you think we ought to be?

By an Act of Parliament, we have been divided into two groups of people—the quarter of a million "status" Indians who are registered as Indians (those of British Columbia, Quebec, the Atlantic Provinces, the Sioux) and those who are "treaty" Indians because their forefathers signed a treaty with the Crown. The second group, equal in number to the first is made up of the Métis of the prairies and of those of native descent who like myself are not within the terms of the Act, but who choose to remain Indians.

Where are these half-million people? About 70 per cent of the status Indians are still on the reserves. Many of the Métis are in their colonies, scattered across the prairies. Other non-status people are in small towns like McDiarmid, or on the edges of towns in non-incorporated areas. **The remainder, like the other Canadians, have moved into the cities, pushed there by an exploding population, by an education that has divorced them from their parents, their friends, their communities, their culture.** And yet, they find in the cities that their education has not prepared them; that they have little or no skills for hire; that they are even further down the economic totem pole; that they are again on welfare; that they are unprepared for urban living—living by the clock, paying rent, the impersonality, the high cost of living, the rush, the loss of freedom.

You can easily find these people in our cities. Go to the inner city ghettos, to the cheap bars and beverage rooms, where they are accepted despite their Indianness. Some remain in the inner city. A very few climb out of the inner city into a better world. The rest go back to the reserve. And this is an irony, in that the status Indian can go back to the reserve, whereas the non-status Indian, the Métis, has no place to go, no Department of Indian Affairs to help him. He is alone. **In our cities they find it difficult to get a decent place to live, to find a job, to find a social life, to adjust to a new environment, to avoid the law, and to escape discrimination and prejudice.**

And you say, "so does every other migrant," and I agree—except for one vital fact: These other migrants do not carry the burden of being an Indian in a non-Indian, white world.

We must look at people not things, humanity not material goods. What are their needs, wants, ambitions? Manitoba and the proposed flooding of South Indian Lake is a case in point. Too much and too often we forget people, and how they may suffer for the sake of material or environmental change as dictated by big business. **A spokesman for Manitoba hydro asks: "For the sake of 77 Indian families at Southern Indian Lake, should we create a situation where hydro rates must be increased for the entire province?" And I say, "yes, if we live in a democracy that recognizes the rights of the individual!"** How dare anyone weight the self-sufficiency, the freedom of happiness of 77 families, 650 people, against dollars! What is to be done must be done to serve people. While we plan for tomorrow, we must cure the ills of today. You men of business, of mining, of labour—What are your attitudes toward my people? Are we irresponsible, lazy, too dumb to learn? Or are you too impatient, too unconcerned about people to invest the time and finances to incorporate the native people into your operations? **Why not compel companies to hire, train and use the indigenous population? My fathers were patient and generous with yours. Can you not be patient and helpful with us?**

If we cannot cure the ills of today, Heaven help us tomorrow. We spend millions enforcing the laws of society to protect society from crime. **Why don't we spend as much enforcing the laws of human rights to protect society from slums, poor housing, unemploymen limited medical care, discrimination, prejudice? W** don't we do it now? You cannot talk to the Indian the bright new tomorrow, when right now he is hungr on welfare, poorly housed, a second-class citizen. I wants and needs those things corrected today. **If** isn't done with asking it may have to be done with fore

Whatever happens in curing today's problems and pr venting tomorrow's ills, you must involve Canad native people—the Indians and the Eskimos. Indi organizations do exist, nationally and provincial They are trying to organize their people, trying to lea and hear their needs, trying to create a voice to he them be heard and recognized. You men of industry a financial resources, can help these struggling organi tions to become viable and effective by offering th dollar assistance.

You must involve them wholeheartedly and significan in all aspects of the Mid-Canada Development Corrid of any development. Do not perform lip service merely use us on advisory committees. Use us creativ with responsibility and involvement. Will tomorrow the Corridor and elsewhere in Canada be no better th yesterday or today for my people? Or will we be invi as equal partners to participate in determining futures? This may be the last asking. What will be y answer?

Will Success Spoil Prince Edward Island?

ome of the most enthusiastic and dedicated workers in anada are now occupying new offices in the provincial ilding in Charlottetown, P.E.I. They are a group of onomists, sociologists, agrologists, communicators d specialists of various kinds, and they have come om all parts of Canada as well as the United States, itain and Australia. Their mission? To completely volutionize the economic and social patterns of ince Edward Island through an ambitious human and tural resources development scheme originated by lex Campbell, Premier of the province.

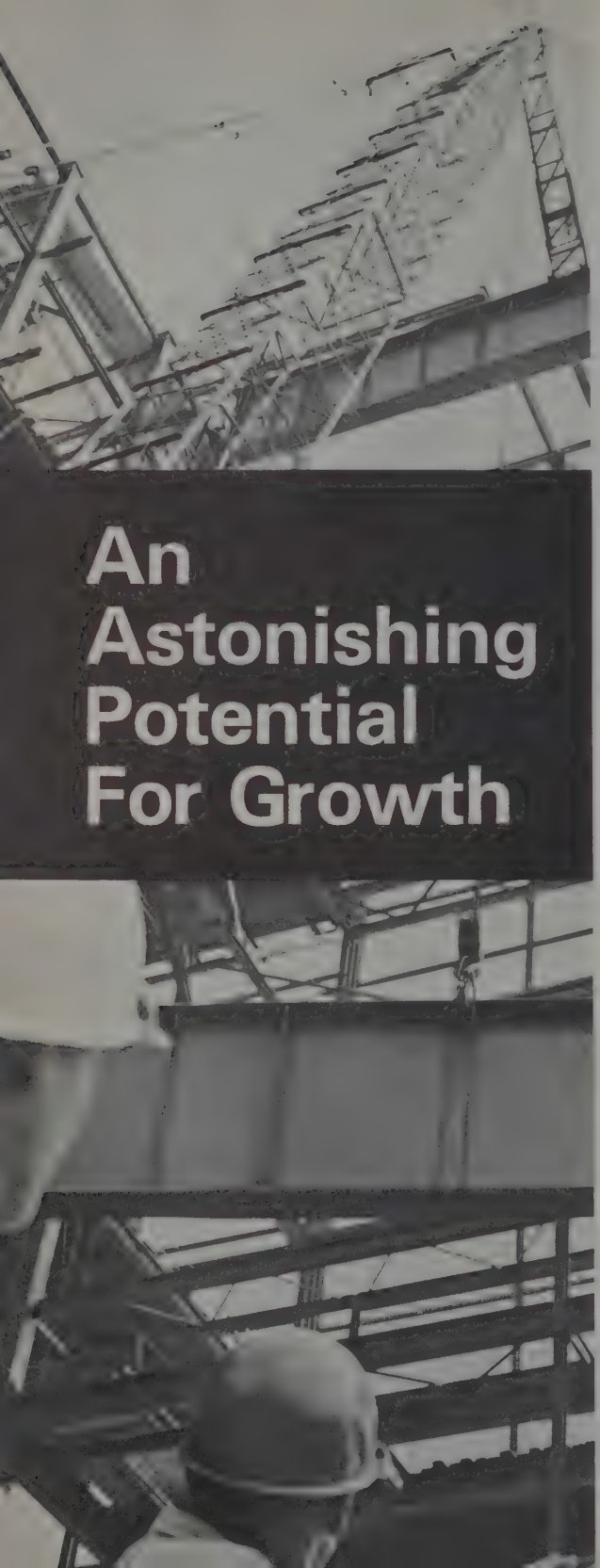
little less enthusiastic about the plan have been the landers themselves, who, fiercely proud of their beautiful and, have always been either content to embrace it as is or move to where the fields are, if not greener, a tle more remunerative. It was also more difficult to be thusiastic about something that you knew little about, d that would take place gradually over a 15-year riod. In the three years since the young premier came to office on the promise to modernize the province, ere have been few concrete results for the Islanders see. The causeway to the mainland postponed, potato ices low, and markets yielding little, many Islanders e more interested in results today than in some vague ncept of future prosperity. To counteract this appant disinterest, and in some quarters, discontent, a ries of 26 half-hour television programs explaining d promoting the program began in September.

e plan, which has taken three years to develop, hopes rough its economic objectives to triple the net income om the province's basic agricultural industry, stimulate e tourist trade, and by 1983 raise the income of each lander by about $1,000. Incomes in Prince Edward land are now well below the national average. Education has never been compulsory, and the average education level is Grade 5 or 6. Through its social objectives, the Plan hopes to double the number of students completing Grade 12, upgrade the adult educational levels, improve technical skills, and generally open up more opportunities for the Islanders. The plan would also build or improve 500 miles of roads, hundreds of new homes, and expand health and welfare schemes and other projects. **It is expected that the scheme will cost about $725,000,000 over the 15 years.**

In the first seven-year phase, the province will contribute $118,000,000 from its normal revenues, and the federal Government will provide $125,000,000 in grants, loans and normal departmental expenses. In the second phase, Ottawa's share is limited to $100,000,000 and the province is expected to contribute $385,000,000 from its expanding economy.

The federal-provincial agreement on the plan was signed in March and legislation was passed establishing the new agencies and legal structures. The planners and staff of the new Development Department report directly to the Premier. The chief attraction for the planners, of course, is the total involvement of the province in the scheme; the opportunity to socially reform a relatively small population of 109,000 people, and bring it up to modern standards, something that has never been attempted on such a large and concentrated scale before.

The success, or failure of the plan would have an impact, not only on techniques of planning and development but also on politics. If Prince Edward Island can demonstrate that it can be done, it could well be used as a model for other provinces. And yet, despite their protest that everything is being done from the top, it is the Islanders themselves who will make or break the scheme. They are being invited and encouraged to take advantage of the help that is being made available. They could, for example, create an agricultural marketing board under new legislation, with help from outside specialists. And farmers, for instance, are not being forced to consolidate their farms into larger units; they are being offered a lifetime pension if they wish to get rid of a burden that can no longer produce a decent living. **But, do they consider it enough of a burden?**



An Astonishing Potential For Growth

"Canada possesses an astonishingly large potential fo economic growth and development from now to the mid 1970s, exceeding that of most other industrialized coun tries. If this potential can be achieved, the average Cana dian's well-being should be remarkably enhanced. Fo example, this substantially increased income will allo him to buy many more goods and services. He will b better housed. He will have easier access to improve health care services. Moreover, the country as a whol will have greatly increased resources to meet pressin national needs in many fields."

This is the optimistic outlook for Canada as seen by th Economic Council of Canada in its Sixth Annual Re view, published in September. But the Council warn that this bright future is only a possibility. Rapi growth, it says, can't be achieved easily or automatic ally, and if it is achieved, it won't solve all of our prob lems. In fact, this growth will create new problems. Th Council's analysis "assumes the maintenance of favou able economic conditions abroad, especially in th United States."

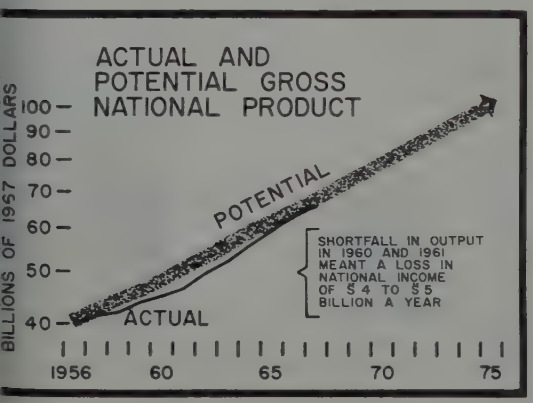
The Council estimates the average growth rate, fro actual output in 1967 to potential output in 197 at about 5.5 per cent a year, compared with 5.1 per ce from 1950 to 1967 and 6.0 per cent from 1961 to 196 This would increase the annual volume of productio by 50 per cent, and the GNP would move from abo $66,000,000,000 in 1967 to $100,000,000,000 in 197 in 1967 dollars. If an average annual price increase 2 per cent is assumed, GNP in 1975 would $120,000,000,000 in 1975 dollars.

Achievement of potential economic growth to 1975 cou bring very large social and economic benefits to Can dians. For example, it would increase average livi standards by about 35 per cent in eight years, and provi for one of the greatest surges in consumer spending th Canada has ever seen. On the other hand, the cost any significant shortfall in economic performance cou run into billions.

One of the main goals Canada should strive for is f employment along with reasonable price stability. T Council believes that its goal of 97 per cent emplo ment is still a valid one, but it hopes that an even bet employment performance may be a realistic aim. "T goal assumes favourable international conditions f the maintenance of high employment in Canada. assumes a reduction in regional disparities; it is n consistent with very high unemployment in low-inco

egions, along with very low unemployment in high-ncome regions. It assumes a reduction in employment isparities among various age groups, and some moder-tion in seasonal fluctuations in employment." What is lso required, the Council asserts, is the maintenance of rong demand plus a whole series of supply-oriented olicies. The Council notes that although there has been n increase in unemployment in the past two years, much more satisfactory gains in productivity were chieved in 1968 and appear to have continued in 969." And, whereas the U.S. showed a better employ-ent record, productivity growth in manufacturing in anada was "above that in the United States."

satisfactory price performance, the Council says, ould "involve reducing the rates of increase in the eneral price indexes as soon as possible to less than wo per cent a year." But again, the goal must be de-ned with regard to a variety of underlying con-derations including: reasonable international price tability; "the statistical deficiencies of our price ndexes — the general indexes tend to overstate the rice increases actually taking place within the eco-omy; the need to preserve a flexible system of prices esponding to underlying demand and supply changes n a dynamic economy; the need for some price de-lines as well as increases; and the need to avoid situa-ons not only of substantial, but also of persistent nd widespread price and cost increases." **High in-reases of prices and costs are diluting the prosperity chieved since the beginning of the decade, and the costs f continued inflation in North America are large. "They re reflected in hardships for the elderly and the retired, nd others on fixed or slow-growing incomes, and they ay ultimately be reflected in an impairment of the ountry's competitive position.** They are also reflected n the functioning of the capital markets, in the dis-nchantment of investors with fixed-income securities, n continuing high rates of interest, and in the financing ifficulties faced by governments and some business nterprises."



The Council says that, in Canada, the economy has been operating with a moderate margin of slack since 1967. Therefore inflation is probably not a reflection of excessive demand pressures. "On the other hand, in the United States, the problem of price and cost inflation has been very much one of excessive demand, aggravated by the impact on the economy of the war in Vietnam." Until there is a change in the U.S., Canadian policies that try to deal with our price and cost problems will be handicapped. **"Further fiscal and monetary restraint could conceivably result simply in higher rates of unemployment and economic slack, with no more than marginal effects on current rates of increase in prices and costs. Moreover, tighter restraint in Canada this year is likely to have its main impact on the economy next year."** And if excess pressures in the U.S. are brought under control this year, the main result of stringent demand policy restraints in Canada this year might be seriously mistimed "to push the economy into a poor economic performance."

Poverty

Turning to the subject of poverty, the Council says that it places a real burden on the Canadian economy, even though the burden may be invisible. One form the burden takes is in lost output, "the additional production of goods and services that the poor would have created had their productive potential been better developed and effectively used. This additional production would, among other things, be reflected in higher personal incomes and purchasing power, and hence also in higher business sales volumes and government revenues." There is also diverted output. This consists of the goods and services that are not produced because productive resources are diverted from other possible uses into activities made necessary by the failure to eliminate remediable poverty.

"In the labour market, the poor are handicapped relative to the non-poor." They lack the resources to explore alternatives; they make fewer contacts through social groups; jobs that they might be able to fill are not advertised in the community where they are; costs of transportation put them at a disadvantage when looking for work; and the cost of moving a family is often prohibitive. **The Council says that "the programs of the Department of Manpower and Immigration do not appear to be operating with a high degree of effectiveness in relation to the need for overcoming the barriers faced by the poor in this field."**

The Council believes that one of the central tasks of antipoverty policies "should be that of creating or restoring the economic viability of family units and of individuals not in families." This means that there must be more carefully designed efforts to improve the income-generating capacities of the poor, but also much more cohesion and consistency in the provision of services and opportunities to the poor. "At the present time, there are a great many undesirable and economically wasteful features associated with existing programs." One of the most striking examples is the welfare programs. **"Welfare assistance is provided in a manner and amount that all too frequently undermines, rather than reinforces, the abilities and aspirations of recipients to participate productively in the economic system."**

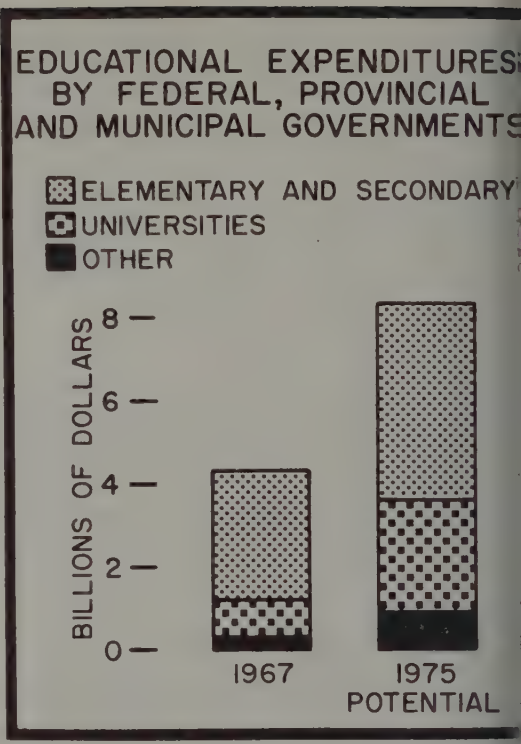
Education

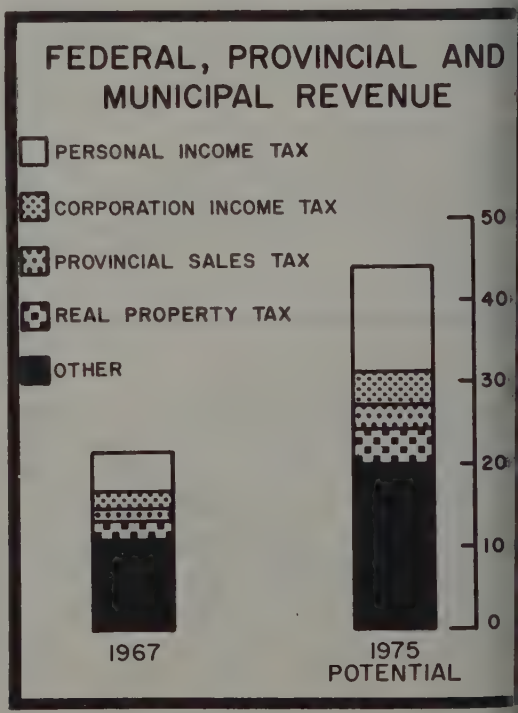
The quality of education in Canada has improved during the enormous expansion of educational facilities in the last decade, the Council says. But the focus has been primarily on quantity, and this focus "should increasingly shift to improving quality and efficiency." Although there have been improvements in the consolidation and financing of schools, substantial disparities among districts of each province, as well as among the provinces, still remain. This suggests a continuing need for equalization payments, assistance for technical and vocational training, and other measures such as scholarships, loans and grants.

The Council predicts that educational expenditures will probably double by 1975. So, this makes it vital to increase the efficiency and the productivity of our educational effort — meaning that more spending on research into education is needed in Canada.

Housing

"A high rate of new residential construction must be maintained." **We are now in a situation in which a major housing crisis could develop within a very short period of time. To overcome this threat, the rate of new housing starts must be carefully monitored, and if there is any sign of a falling off, remedial action should be quickly considered.** "We are a rich nation, and decent shelter is an elementary human need. Various forms of public assistance will therefore be required to provide adequate housing at reasonable cost to low-income families and individuals." The Council agrees that recent changes in housing policy have strengthened the capacity of governments to meet this need, but it suggests that more effective measures must be considered.





he report went on to condemn the fact that housing is beset by archaic attitudes, institutions, restrictions, nd other problems — including a multiplicity of ob-ructive building and zoning codes, small-scale and elatively inefficient production, a failure to make ade-uate advances in the development and use of new roduction (including technology that would encourage rger-scale and more off-site production, together with ore widespread use of modular components), restric-ve labour practices, impediments to better manage-ent, a totally inadequate amount of research on the dustry's problems, and land speculation that inhibits e effective carrying forward of larger-scale housing evelopments in an efficient way." All of these factors, e Council says, add to housing costs, and tend to pro-uce low productivity in the housing industry.

egional Disparities

here has been only a slight improvement in regional come disparities during the strong economic expan-on in Canada during the last decade, the Council notes. his reinforces its cautionary statement that achieve-ent of Canada's potential growth will not automati-ally reduce these disparities, although it will provide a etter basis for policies to move in that direction. **What is required is a set of special policies predicated pon improved understanding of the underlying factors ontributing to regional disparities, and focused on facil-ating high rates of self-generation growth in the lower-come regions."**

he Grain Economy

Canada faces major adjustments to its agricultural conomy," and the main impact of such adjustments ould fall on the Prairie Provinces. This change implies need to shift resources from wheat production into ther forms of farm production, and further shifts of esources out of agriculture and into other types of conomic activity. The Council suggests that more ffective policies are needed to facilitate such adjust-ents, along with strong efforts to maximize sales of heat and other grains. **Many developments in the world rain market suggest that such changes are not likely o be of a temporary nature and are working to Canada's isadvantage.**

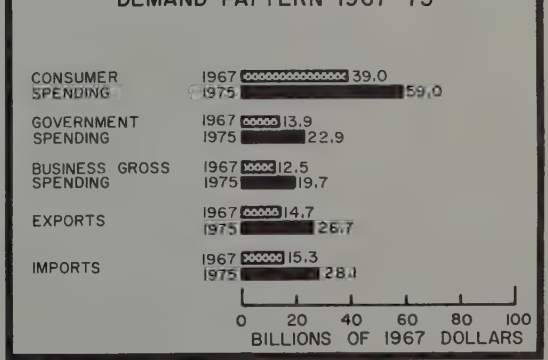
alance of Payments

here is a three-fold goal in attaining a viable balance f payments. A first goal is to assure that Canada's nternational receipts are adequate to cover our inter-ational payments obligations. The goal should also ecognize the need to maintain good access to external ources of capital and strengthen Canada's international competitive position. This last point implies "improvement in the capacity to export and to meet import competition, based on rising productivity, and that the current account payments deficit should be lower in relation to total output — and that the corresponding net capital inflow should be smaller in relation to domestic investment — than has been the case under past conditions of rapid economic growth. The successful achievement of this is, however, still consistent with some absolute growth in the current account deficit and the net capital inflow."

Health Services

Canada's expenditures, both private and government combined, are among the highest in the world on a per capita basis. And these expenditures are expected to increase more rapidly than any other area of government spending to 1975, the Council says. "By 1975, they may total nearly $5,000,000,000 in 1967 dollars, about double the 1967 level." Even with these large expenditures, Canada's infant mortality rates in 1966 were higher than those of 11 other countries, although somewhat lower than those in the United States. Besides, there was a substantial variation among the provinces, from a low of 20.2 per 1,000 live births in Ontario to a high of 28.0 in Newfoundland, and up to 70.3 in the Northwest Territories. And at least 14 countries have lower maternal mortality rates than Canada.

The report of the Council suggests that various environmental factors and habits have offset the increased medical knowledge and expanded health services. "For example, the fastest-growing segment of Canada's population will be the young adults coming into the labour



force. **Since accidents, particularly automobile accidents, are the major cause of death in this group, possibly their death rate could be reduced and life expectancy increased more effectively by larger resources devoted to reducing the frequency and severity of accidents than by larger resources devoted to health care."**

Urban Development and Pollution

There will be a fairly rapid increase in urban development programs, including public assistance for low-income housing and the stepping-up of programs to deal with environmental pollution. "By 1980, eight of every ten Canadians — some 20,000,000 people — may be living in urban areas, with almost two-thirds of the population in about 29 major cities. In the past, urban growth has generally proceeded in a haphazard, unplanned manner. In the future, we need greater attention focused on the adaptation of cities to people, and not the other way around. Such an emphasis can be translated into demands for collective services and social capital of many kinds — for transportation, health, education, public utilities, recreational facilities, protective services, waste disposal and pollution abatement — demands that tend to increase more rapidly than incomes."

The Council insists that better management of the e vironment be considered for inclusion among the bro goals of our society. "Pollution entails costs — fr quently, costs to society that are not readily apparer On the other hand, it is also important to recognize th pollution abatement also entails costs." The existi problems of water pollution, the Council says, can expected to intensify unless present programs for abat ment are further accelerated. **The consequences of th kind of pollution include inadequate water supplies, t menace to health, destruction of fish and other aqua life, loss of recreation areas and the creation of a ge erally disagreeable environment.**

"It has been estimated that roughly 60 per cent urban air pollution can be traced to the automobile.

Montreal, during the transit strike of October 1967, ealth department tests showed downtown peaks of arbon monoxide concentrate approaching dangerous vels. Evidence suggests that damage to certain crops in outhern Ontario in recent years" is due to pollutants om the United States. This is a particular problem of ir pollution, the Council says. The problems cross risdictional boundaries, and any action on air pollu- on must involve co-ordination among all jurisdictions volved.

he Decision Makers

anada has a highly decentralized system of decision aking in which the great bulk of decisions affecting ie economy are actually made outside of government. he attainment of Canada's goals will require improved ecision making in both the government and private ectors. **There are grave dangers that, with the huge size f the government sector, government programs, once stablished, "may be continued in virtual perpetuity long fter the needs for which the programs were originally onceived have disappeared."** Thus, the Council urges onstant review of subsidization programs as they often support weaknesses rather than contribute to strengths y frustrating desirable adjustments to change," and nay often lock potentially valuable productive re- ources into low-income activities.

As well as getting rid of these costly, irrelevant programs, "governments will also have to learn to coordinate their activities more closely, to sink their individual differences in the interests of the nation as a whole, and to operate as a team so that all of the main engines of government are working smoothly and effectively together."

A Framework for Policy Making

"Two catastrophic events have shaped the lives of many Canadians in the middle and older age groups — the Great Depression, and the War. **To overcome the Depression and to win the War constituted for many Canadians the overriding goals of the society in which they grew up, or in which they have lived a significant part of their adult lives. The backwash of these events has continued to influence the development and design of Canadian society in many ways." But, half of our population has no first-hand knowledge of these events.** "Many Canadians have new interests and aspirations." But a new consensus about national priorities has not crystallized, and there is a vast and confusing array of wants and needs.

Then, how can we allocate resources among many competing claims? What order of priorities do Canadians want to set? The Council says, "We believe that it is urgent to develop a new and clearer consensus about Canada's national goals and priorities." To do this, the Council suggests continuing studies into national goals and priorities that would set out costs and manpower requirements for attaining specified objectives and ensuring that the results of such studies be brought to the attention of Parliament, the legislatures and the public.

The Council concludes its report by saying again that Canadians face many hard choices regarding the way resources will be used. **"There could be no more effective way of bringing rational processes to bear on th answers to these questions than to establish effectiv machinery for a continuing appraisal and re-appraisal society's changing needs and preferences within the co text of an overall framework of national goals an objectives."**

abour Costs
n Manufacturing

nployers in manufacturing paid an average of ,263 to each employee in supplemental pay in 1968, ys a preliminary survey of labour costs conducted by BS and the Canada Department of Labour. This nount represented 18.4 per cent of the total of the bour cost items selected for study. The survey covered sample of manufacturers with 20 or more employees any one month.

Total labour costs for each employee averaged $6,873 in 1968, and supplemental pay represents the total of employer expenditures covered in excess of basic or straight-time pay for in-plant time. A total of $341 for each employee was paid by employers into private benefit plans or funds. Payments required by law including workmen's compensation, unemployment insurance and Canada or Quebec Pension Plans averaged $178 for each employee.

As well as basic or straight-time pay, employees received other direct payments from their employees. These payments averaged $744 for each employee, 11.7 per cent of labour cost items. The largest of these payments is vacation pay, averaging $298 for each employee.

elected Labour Costs, Manufacturing, Canada, 1968

pe of Expenditure	All Employees		Salaried Employees		Wage Earners	
	$	%	$	%	$	%
sic or straight time pay	5,610	88.3	7,278	88.8	4,901	88.0
her direct payments to employees						
Overtime and holiday work premiums	109	1.7	42	0.5	138	2.5
Shift work premium pay	31	0.5	6	0.1	42	0.8
Other premium pay	6	0.1	1	—	8	0.1
Paid holidays	189	3.0	254	3.1	162	2.9
Vacation pay	298	4.7	394	4.8	257	4.6
Paid sick leave	22	0.3	35	0.4	16	0.3
Other paid absence	3	—	4	—	2	—
Miscellaneous direct payments	87	1.4	181	2.2	47	0.9
Total other direct payments	744	11.7	915	11.2	672	12.0
Total direct payments	6,354	100.0	8,193	100.0	5,573	100.0
yments required by law						
Workmen's Compensation	58	0.9	55	0.7	59	1.1
Unemployment Insurance	46	0.7	32	0.4	52	0.9
Canada/Quebec Pension Plan	74	1.2	80	1.0	72	1.3
Total	178	2.8	167	2.0	183	3.3
yments to benefit plans						
Pension plans	180	2.8	285	3.5	136	2.4
Life and Health Insurance	153	2.4	172	2.1	145	2.6
Other plans	8	0.1	12	0.1	7	0.1
Total	341	5.4	469	5.7	288	5.2
otal supplement pay including other direct payments	1,263	19.9	1,551	18.9	1,143	20.5
otal selected labour costs	6,873	108.2	8,829	107.8	6,044	108.4

A Frank and Candid Look

Federal and provincial labour ministers met in Ottawa on September 4 and 5 to discuss the conclusions and recommendations of the Prime Minister's Task Force on Labour Relations—the Woods Report (L. G., May, p. 269). The conference, which was held in camera, gave the labour ministers the opportunity to candidly review labour legislation and practices, and to seek new solutions to the problems of changing economic conditions within the framework of regional development.

Leading the provincial delegations were: Alberta Minister of Labour R. Reierson; Manitoba Labour Minister A. R. Paulley; New Brunswick Labour Minister H. H. Williamson; Newfoundland Labour Minister W. J. Keough; Ontario Labour Minister Dalton A. Bales, Q.C.; Prince Edward Island Labour and Manpower Resources Minister J. E. Blanchard; Quebec Labour Minister Maurice Bellemare; and Saskatchewan Labour Minister Lionel Coderre. British Columbia was represented by Deputy Minister of Labour W. H. Sands, and Nova Scotia by Deputy Minister of Labour R. E. Anderson.

Quebec Labour Minister Maurice Bellemare told newsmen that some recommendations of the Woods Report were in line with the concept of Quebec's general labour policy, and that at least 16 others had already been in force in Quebec for several years. The recommendations already implemented, he said, dealt mainly with the protection of employer associations against union interference, the maintenance of stable working conditions during the proceedings connected with union certification, and the obligation of management and labour to seek conciliation services before resorting to a lockout or strike.

At the end of the conference, Hon. Bryce Mackasc Minister of Labour, said at a press interview that "th were two of the most fruitful days" he had ever spent Minister of Labour. "I had approached the conferen with a degree of apprehension that was quite natur when you think that I was faced with men more kno ledgeable than I am in labour legislation. But I ha come out wiser, and have confirmed some of my co ceptions that the same problems face all the ministers

Many of the recommendations, the Minister said, a already part of legislation in the provinces. The provinc have modernized and brought their labour legislation to date, whereas the federal Government is about years behind the times. Some of the recommendatio have little or no application to the provincial field; sor have little application to the federal field.

"We did not attempt to arrive at any consensus," M Mackasey said, in reply to one question. "It was simp an exchange of ideas." He pointed out that any reco mendations had to be examined in the light of how th affected the delicate balance between federal and provi cial power.

r. Mackasey believes that a national labour policy ould not be feasible. "Uniformity of objectives, yes— l working for the same thing. But because of the size the country, problems vary, and it is impossible and necessary to have a uniform policy. The problems of ntario and Quebec are bound to differ from the aritimes and the West. We could not have the same inimum wages, for instance. **You can safely say that e are united on objectives, but quite logically we differ opinion as to how we shall deal with the problems we ce in meeting these objectives."**

ne Minister was asked if there were any recommenda- ons in the Woods Report that he did not think feasible practicable. "I have an open mind on all the ques- ons raised by the Woods Report," he replied. Had the inisters discussed wages? "We didn't get into the ques- on of wages. It's a contentious area. Management and bour have to do the deciding about sharing the fruits labour, the shared distribution of profits." Concerning strikes, Mr. Mackasey said that the problem was not nearly as great as Canadians seem to believe. "There is too much emphasis on labour unrest, and not enough on the excellent record the provinces have for collective bargaining."

When asked about the possibility of federal legislation emanating from the conference, the Minister said that there will be federal legislation introduced at the next session of Parliament in the spring of 1970. "I am concerned with wage standards, and naturally hope for provincial approval on minimum wages."

The Fight Against Inflation

Anti-inflationary measures applied to the federal Government's fiscal and monetary policies will help curtail federal expenditures, Prime Minister Trudeau has promised Canadians in a nation-wide radio and television broadcast. Mr. Trudeau announced on August 13 that the number of positions in the federal public service would be reduced by 10 per cent, chiefly through natural attrition. Most government expenditures in the coming fiscal year will be frozen at 1969 levels in order to keep Canada from drifting into an intolerable financial position.

He called on other sectors of the economy to exert similar restraints. "I appeal here particularly to the business community, to the unionized workers, and to other levels of government, all of whom exercise considerable influence on the course of our economy."

Pointing out the need for such anti-inflationary mea ures, Mr. Trudeau emphasized the adverse effects inflation on "pensioners, wage earners with weakene bargaining powers, the unemployed, persons on welfar and others who are unable to increase their incomes."

The measures proposed by the Prime Minister inclu existing government programs to: place the 1969- budget in a surplus position, "the first actual surpl position in 13 years"; hold down costs of all Canadi governments by refusing to turn over larger amoun of money to the provinces; develop a set of volunta restraints on prices and incomes for 1970, as develop by the Prices and Incomes Commission; and me policy objectives and maximize productivity for ea man at the lowest administrative cost through a n kind of expenditure forecasting known as Progra Planning and Budgeting.

In addition to these devices, the Prime Minister a nounced a set of expenditure guidelines that have be agreed to in advance of the preparation of the estima for the fiscal year 1970-71. **Without such guidelines a improved cost efficiency in the Public Service, gove ment expenditure could be expected to increase by per cent during the next year. "We'd be on the road financial disaster if nothing were done to bring spendi under control."**

Total spending by the federal Government would go to nearly $17.5 billion in 1974-75, but revenues wo go up to about $15.75 billion, leaving a deficit that y of $1.75 billion or a cumulative deficit over the n five years of $7.5 billion. The guidelines, he explain "are designed to recognize the Government's emerg set of priorities." Some programs will increase response to new demands, whereas others will have be carried out "under severe budgetary limits."

For most programs and activities, he emphasized, cost increases, including salary increases, will have be made within the dollar limits of the current bud This will require **"cutting the fat out of our exper tures," and replacing inefficient and outdated progra by new ones that will be more able to help low-inco and destitute Canadians.** One decision taken by Government to facilitate this guideline is to reduce size of the Public Service. In the estimates for current year, the Government reduced authorized e ployment levels in the public service by about 9,0 More than 10,000 authorized positions that are n vacant will not be filled. In addition, 5,000 to 7,

ositions will be dropped from the federal payroll as a esult of the hold-the-line guideline, for a total decrease f 10 per cent from the 1968 authorized size of the ublic Service. The Prime Minister emphasized that the eduction will be carried out by a process of normal ttrition, which is expected to facilitate the job reduc- on. There will be some layoffs, however, and the overnment will immediately begin consultations with ublic Service employee organizations.

nother guideline concerns defence expenditures. "Sta- ilization of defence spending at this year's level means realignment of defence activity, a gradual reduction f defence personnel accompanied by rising operational roductivity for each man and improved equipment." he same afternoon, the Minister of Defence, Hon. eo Cadieux, announced the closing of four defence tablishments in Quebec and Ontario, and the reduc- on of activities at a fifth.

he Prime Minister added that nine other guidelines n the operations of government departments were to e announced by Cabinet ministers during the following eeks. **"Our review of old and new programs and ctivities invites the questions: Are they as relevant oday as when they were introduced? Do they now serve eir purpose? Would they be curtailed? How do we cut ie pie to make room for today's new priorities?"**

Just cutting off a chunk of jobs is a very crude instru- ent," said Leslie Barnes, Executive Director of the rofessional Institute of the Public Service of Canada, ter Prime Minister Trudeau announced his program. Mr. Trudeau said in effect that 'we will drop the 10,000 acancies that happen to exist at the moment'." Mr. arnes said that eliminating positions without an xamination of individual vacancies "can be terribly efficient." But he was glad "the Government has cognized something we have been trying to get across r months—the need to consult with us on these atters."

laude Edwards, President of the 130,000-member ublic Service Alliance of Canada declared that the lliance was determined to make sure that any adjust- ents in federal employment levels would be accom- ished by not filling posts left vacant by retirements nd normal turnover in staff, rather than by firings.

Contributing to unemployment at this time is not going cure our country's inflationary ills, and I think that erhaps the Government is making a 'show window' out the Public Service in the hopes that others will follow example." Mr. Edwards said, "I wonder how long is can continue, because the Government service has been under a freeze for 17 months already. We have seen some of the results of deteriorating service brought on by lower manpower levels. Anyone who has tried to get a passport this year knows what happened in that particular area."

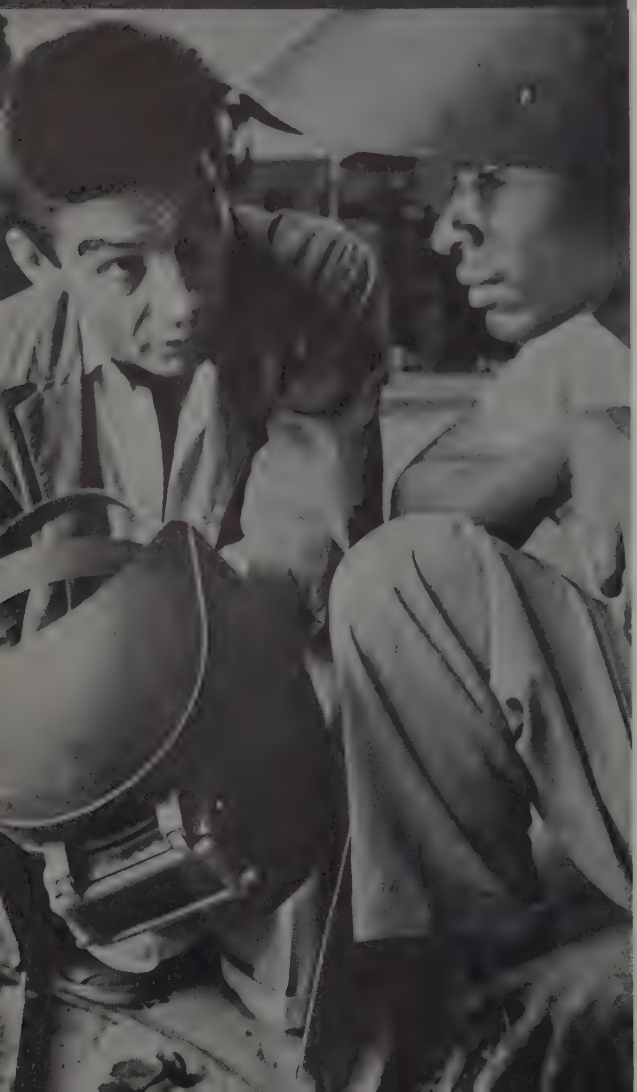
Donald MacDonald, President of the Canadian Labour Congress, charged that the Prime Minister is "asking the ordinary people—the workers—to suffer the brunt of the measures he is introducing. There are many other factors responsible for inflation and there should be equality of sacrifice across the board," he insisted. "What bothers me is the terrible preoccupation with the proposal that workers' earnings and salaries are the cause of inflation."

J. C. Whitelaw, Executive Vice-President of the Canadian Manufacturers' Association, called for a national public information program to inform Canadians on inflation and what must be done to defeat it. "The test of all measures now being taken is the extent to which they break the inflationary psychosis." He noted that some of the fiscal and monetary measures described in the Prime Minister's broadcast had already been taken by government and industry, and he urged discipline by the provinces in their spending on shared-cost programs that, according to the CMA, are the most rapidly rising part of government expenditure.

The Canadian Chamber of Commerce commended Mr. Trudeau for taking firm action to contain controllable government expenditures. A. Searle Leach, Chamber President, said that the moves made by the Prime Minister have long been advocated by his organization. **"It is to be hoped that other levels of government will take similar action; for it is only through concerted effort that inflation can be checked effectively.** We note that the plan to curtail growth in the public service will be done mainly through attrition or by leaving present vacancies unfilled, thus easing disruptive effects in the public service," he said.

The Confederation of National Trade Unions termed the Prime Minister's anti-inflationary proposals as honourable, but it scored the "weakness" of his measures. It chided the Prime Minister for not having "publicly chastised" those responsible for governmental inefficiency in the past, for which a cutback in Civil Service personnel was now required. **Government efficiency, the CNTU said, does not constitute anti-inflationary measures, but is something the public is entitled to take for granted.**

Is Ontario Big Enough For Everybody?



Is Ontario big enough for everybody? "A place to go a place to grow, is Ontar-i-ar-io," the song boasts, bu this promise is not extended to all residents of th province, as George McCurdy, Human Rights Adminis trator in the Canada Department of Labour, found ou when he examined the findings of an advisory committe on employment in one Ontario city.

Speaking to a human rights workshop at the Steel worker's Union Centre in Sudbury, Mr. McCurdy sai that teachers from India for example, were told tha they could not be hired in a city in Ontario because the had no Canadian experience, but even after they ha resumed studying to improve their qualifications, the were then told that "there is no place for them until a Ontario qualified people have been absorbed." In brief that they had submitted, Indian spokesmen as well a some of the European immigrants, said that althoug they had jobs lined up before they left home, these jo were not available when they arrived in Canada. Oth professionals from India discovered too, that the degrees were not recognized by professional licensin bodies in Canada.

But the problem of discrimination seemed to the Co mittee to be most acute concerning the city's bla community. **The Committee learned that Negroes are n randomly distributed in the socio-economic structure, a that a vast majority occupy a position at the base of t occupational and economic pyramid.** The vast majori of Negro workers in the city were found to be in t unskilled or semi-skilled occupations; most were e ployed in the large automotive plants and related sm industries. A large percentage of the remainder we employed at a similar level by the municipal and feder governments. Others were employed in various servi occupations such as janitors, elevator operators a work of this type.

There were few Negroes in the skilled trades. There w one apprentice steam fitter, but no plumbers, sh metal workers, bricklayers, stonemasons, plasterers construction electricians. There was one black lith grapher, one barber, and three hairdressers in act practice. The few Negroes that were employed at professional level mainly held positions in public in tutions. As far as could be determined there were o three Negro professionals employed by the 10 larg employers in the city.

he Committee believed that discrimination could be roken down into two categories—unconscious and onscious. Unconscious discrimination was related to ttitudes towards minority groups among the commuity at large, involving time-old stereotypes of minority roups, i.e. "they are lazy," and "they would rather live y themselves," and patterns of behaviour that have een handed down. It was believed that traditional social nd service club membership practices reflected a kind f unconscious discrimination. There was a feeling ithin the Committee that members of minority groups ere not being approached or invited into membership.

mong the Committee's recommendations were: an inormation centre to co-ordinate and convey information bout services to the community with specific concern or immigrants and local minority groups; sensitivity aining for teachers as an in-service program to help iem get a better understanding of minority groups; a oncerted effort on the part of all agencies involved in ducation, vocational retraining, job counselling, to nsure appropriate participation by black people in all rograms; public education programs to counteract terotyped and unconscious attitudes of prejudice owards minority groups; and a clear-cut policy of nonscrimination by management, and broader based eduational programs sponsored by unions to ensure that on-discriminatory policies would filter down to the ank and file workers.

Mr. McCurdy said that the Advisory Committee's work as resulted in a new determination and enthusiasm in rivate industry to become involved in helping socially nd economically disadvantaged citizens. One of the uto factories is launching a pilot project to absorb 20 f the hard-core unemployed. Many of these potential orkers are at the moment unschooled, unskilled and nmotivated, but the industry will help them overcome eir handicaps and become productive workers.

"We can learn much from the struggle for human digni- in the U.S.A.," Mr. McCurdy said. "Americans have een in the eye of a social storm mainly because of ndifference, because they ignored the ferment beneath the surface, because they were oblivious of the black man's frantic striving to assert his humanity and equalize his position with the white man." A Gallup Poll, published on July 22, 1967, revealed that only one white American in 100 thought that the Negro had legitimate grievances. Tragically, in the same month and year, said Mr. McCurdy, black people, alienated citizens, living in the ugly Ghetto of Detroit exploded and spilled into the streets. Four days later 43 persons were dead and nearly $1 billion worth of property was in ruins. Out of the ashes of the burning buildings emerged a Committee known as "The New Detroit Committee" that has worked effectively in the areas of employment, housing, education and training, community services and attitude change.

"The great majority of Canadians are people of good will who believe in decency, fair play and equal treatment for all Canadians but too often they suffer from this same kind of blindness to social and racial injustices that permeated the American society," said Mr. McCurdy. "Their knowledge precedes facts; they don't want to face social realities. But this fantasy world has been rendered uninhabitable."

Mr. McCurdy told delegates that the drive of Canada's minority Indian population for equal rights with the white population is developing into a militant movement. As an example, he mentioned a Kenora Indian, Fred Kelly, who had told the Canadian Conference of Social Work Students in February that Indians are moving toward a form of coalition with other minority groups such as the Negroes to develop a "uniformity of cause."

And in conclusion Mr. McCurdy quoted the comment made by Minister of Labour Bryce Mackasey in the House of Commons in November: "There are people in this country who have been discriminated against for so long that they have begun to discriminate against themselves, to limit their own aspirations because they cannot conceive that the better opportunities, the better way of life, could be for them also. This is a loss to Canada, a loss to our labour force which we can ill afford. **The Department of Labour will not tolerate prejudice based on colour, religion, or national origin. I think it is time that the federal Government and the crown corporations be model employers, examples for others throughout the country."**

Why Veterans Weep

People who retired less than 10 years ago are finding difficult to make ends meet, claims Corabel Penfol Chairman of Pensioners Concerned, a Toronto-base group devoted to the welfare of people living on pension "But those who retired before that are desperate," Mr Penfold stated at a recent press conference in Toront

The organization, "determined to be heard acro Canada," formed last spring when a group of pensioners who periodically got together sociall realized that their conversations were more and mo revolving around the high price of food, taxes, and oth commodities. They began to note with alarm ho quickly the money in their comfortable retirement ne eggs was diminishing. "We expected we'd have make adjustment when we retired," Mrs. Penfold sai "but we didn't expect to be robbed of our dignity."

This timeworn plea was also reflected in a release issu by the national veterans' associations, who have voic their discontent with inadequate pensions for meeti the high cost of living. The target of their disconte was the government's white paper on disability pensio released in September. Through a press release issu in Montreal by Lorne Manchester, Editor of the Legi Magazine, **the veterans expressed appreciation to t government for drawing up the paper and they welcom the government proposal to extend special considerat to Hong Kong veterans. But the sum total of the propos they said, was inadequate and disappointing.** Th criticized the amounts and type of allowances propos for multiple disability casualties, and expressed ke disappointment that the Government had not tak any action on the basic rate question.

Also under fire was the planned reorganization of pension appeal system. The veterans claimed that proposed establishment of an appeal division within pension commission would not provide for the in pendent appeal body that was recommended by a co mittee looking into pensions, and that they themsel had requested. And the government proposal to prov special additional allowance for 100-per-cent disabi pensioners, those now getting the maximum rate pension, was far short of meeting the need outlined the Woods Committee Report that had recommen substantial increases for multiple disability casualtie

The veterans' organizations said that the Department of Veterans Affairs had turned down or omitted to mention 83 of the 148 recommendations of the Woods Committee Report, issued in March 1968, and that those that had been accepted with "modification" were modified to the point where it negated the original intent of the report. The committee was set up in 1965 and was chaired by Mr. Justice Mervyn Woods of the Saskatchewan Court of Appeal, a past president of the Royal Canadian Legion.

A proposed change in pension legislation that would allow a disabled veteran to keep an award for "pain and suffering" prompted an MP to bring the attention of Parliament to the unusual case of an ex-military policeman who late in World War II had been struck by a truck and lost one leg at the hip. He was awarded $3,500 for loss of the leg and $1,500 for "pain and suffering." Under the law, the $3,500 went directly to the government for investment in its pension fund, but someone at the time assured the man that the $1,500 was his. After he had spent the money, he discovered that it too should have gone to the government. A deduction was then made from his monthly disability pension cheque and he has now paid $2,320. Unless this law is repealed, he will continue to pay through these monthly deductions for the rest of his life, even though he has already repaid $820 more than the original $1,500 debt. The justification for this life-long repayment apparently is that if invested in the pension fund, it would have been accruing interest. Pensioners have the choice of either taking the court award in cash and accepting a reduced pension, or letting the government have it to spread over the life of the pension.

Pensioners Concerned, the group of civilian protestors, said that interest in their group has generated "between 3,000 and 4,000 letters" to Ottawa, urging income tax reform and a better deal for pensioners. The group pointed out that people over 65 with incomes of less than $2,000 are now paying income tax. They stated that although pensioners over 70 receive an additional $500 allowance, the basic tax exemption of $1,000 plus $100 for donations and medical expenses has not been adjusted since 1940. **They believe that pensioners should not have to pay the 4-per-cent Old Age Security Tax. They also want retired couples on fixed incomes of under $4,000 a year to be exempt from income tax, and they would like exemptions for single pensioners getting less than $3,000 a year.**

Employment Fatalities

Second Quarter, 1969

The department has received reports on 159 employment fatalities that occurred in Canada during the second quarter of 1969. During the previous quarter, 235 fatalities were recorded. This is 30 more than the previously published total of 205 (L. G., Aug., p. 465). In the second quarter of last year, 224 fatalities were recorded, 42 more than the preliminary figure of 182 (L. G., Nov., 1968, p. 644).

During the quarter, seven multifatality accidents brought death to 21 workmen. In April, nine men lost their lives: three water transport drivers were drowned when their ship capsized near Vancouver; three crewmen died when their tug, the "Emerald Straits," sank in a B. C. harbour; and three men were killed in a plane crash near Virginia River, NWT. In May, three lobster fishermen were drowned when their boat was capsized by 12-foot waves in the Gaspé Area. In June, three youths were killed by a flash fire at their summer camp at Contrecoeur, Que.; three miners were killed in a cave-in at Belmer South Coal Mine in Natal, B.C.; and three men died in a plane crash near Norman Wells, NWT.

Three industry divisions accounted for 57.9 per cent of the total number of fatalities (see Table H, p. 708). Of the total, 38 occurred in transportation, and 27 each in mining and manufacturing. The remaining 42.1 per cent were distributed in the other industry divisions as follows: construction, 13.3 per cent; forestry and public administration, 6.9 per cent each; fishing and service industry, 5.0 per cent each; and agriculture and trade, 5.0 per cent each. No fatalities were reported for finance.

The 25-44 age group accounted for 47.8 per cent of the total number of fatalities. Workers in the 45-64 age group accounted for 25.2 per cent, and the remaining 27.0 per cent were distributed among the other age groups as follows: 20-24 age group, 17.7 per cent; 14-19 and 65-and-over age groups, 2.5 per cent each.

Four occupational divisions accounted for 73.6 per cent of the total fatalities: craftsmen, production process and related workers, 32.7 per cent; transportation and communication workers, 17.6 per cent; miners, quarrymen and related workers, 13.2 per cent; labourers and unskille workers (not agricultural, logging, fishing or mining 10.1 per cent.

The distribution of the remaining 26.4 per cent amon other occupational divisions was as follows: loggers an related workers, 6.3 per cent; service and recreatic workers, 5.7 per cent; fishermen, 5.0 per cent; mai agerial workers, 4.4 per cent; farmers, 2.5 per cent; pr fessional occupations workers, 1.9 per cent; and sal employees, 0.6 per cent. There were no fatalities r corded for clerical workers.

Three accident-type categories accounted for 71.1 p cent of the total number of fatalities. These were: struc by different objects, 28.3 per cent; collisions, derai ments, wrecks, etc., 23.3 per cent; and falls and slips, 19 per cent. The remaining 28.9 per cent were distribute among other accident-type categories as follow caught in, on or between different objects, 8.8 per cen contact with electric current, 8.2 per cent; inhalation absorptions and industrial diseases, 5.7 per cent; co flagrations, temperature extremes and explosions, 4 per cent; miscellaneous accidents, 1.2 per cent; a over-exertion, 0.6 per cent. There were no fatalities r corded in the striking against or stepping on objec category.

A cross section analysis of the greatest concentration fatalities by age reveals that the 25-44 age group accou ed for 57.1 per cent of fatalities in construction, 55.6 p cent in manufacturing, 50.0 per cent in transportatio and 44.4 per cent in mining. The 45-64 age gro accounted for 36.8 per cent of the fatalities in the tra portation industry. An examination of the concentr tion of fatalities by occupation shows that craftsme production process and related workers accounted f 62.9 per cent of the fatalities in the manufacturing indu try; 61.9 per cent in the construction industry; and 3 in the transportation industry. Transport and commu cation workers accounted for 52.6 per cent of the to number of fatalities that occurred in the transportati industry.

An analysis of cross-classifications of industry divisio by main accident-type categories reveals that 90.9 p cent of the fatalities in forestry, 47.6 per cent of t fatalities in construction, and 44.4 per cent in the m ing industry were caused when the victim was struck different objects; and 50.0 per cent of the fatalities transportation were caused by collisions, derailme and wrecks.

During the quarter under review, there were 64 fatalit in April, 61 in May and 34 in June. By province, t largest number of fatalities, 68, occurred in Ontario; British Columbia there were 36, and in Quebec, 19.

Overcoming Rehabilitation Problems

cquainting people with the problems that affect the hysical and vocational rehabilitation of an industrially njured workman and to explain what the Workmen's ompensation Board does to overcome these problems as the aim of a seminar held in Toronto by the Ontario ederation of Labour. It was the 13th annual seminar on Vorkmen's Compensation sponsored by the OFL and attracted more than 500 delegates.

or the first time, an in-depth discussion of serious edical problems was presented at the Seminar. Emhasis was placed on those problems that directly affect workman's ability to do his job. The role of the oard's medical staff and consultants in the reduction of isability was given special attention.

. J. Legge, Chairman of the Workmen's Compensaon Board was one of the Seminar speakers. In discussing ie co-operation between the WCB and the OFL, Mr. egge said, "Like the OFL, the Workmen's Compensaon Board works in the sensitive area of human suffering iat erupts with industrial injury. Since half a million orkmen are affiliated with the Ontario Federation of abour, they look to you for help and advice in comensation matters. By your candid and friendly approach to our activities, you can help us to help thers." Mr. Legge also spoke of the economics of edical care. **"After more than fifty years of experience, ie Board knows that providing the best in medical care is the most economical and satisfactory policy to follow," he said.** "Rehabilitation is and always must be a key part of the compensation system. This is a continuous process from the time of the injury, and is often combined with physical and occupational therapy. Where a permanent disability prevents the workman from returning to his usual work, vocational rehabilitation may require extensive retraining in a brand new field, or attending an approved course to learn new skills."

In the keynote address, Richard L. Schmidt, Director of Compensation and Safety, UAW, Detroit, compared the striking differences between the Workmen's Compensation Act of Ontario and those of most American States. In discussing the differences Mr. Schmidt said, "I realize that your Act comes much closer than ours to meeting the original principles and objectives of those who wanted to create a fair, equitable and profitless system of workmen's compensation in North America." He went on to say, **"It is clear that your injured workers do receive a greater replacement of wages which they lose during disability than workers in the United States. It is also clear that Ontario employers enjoy lower costs for workmen's compensation coverage than employers in the United States."**

Seminars between organized labour and the Workmen's Compensation Board were arranged during the middle 30's and for a number of years afterwards to bring these bodies together for open discussion. In 1957, the Provincial Federation of Labour merged with the Ontario Federation of Labour, and as a result the new organization undertook more formal and far reaching discussion on an annual basis which sought to disseminate information on compensation to its membership.

Keeping the Adult Trainee on the Job

What training methods influence the length of time older workers will stay in new jobs? A booklet written by Dorothy Newsham, a member of the Industrial Training Research Unit, Cambridge, England, reports the findings of a study that compares the labour turnover of middle-aged trainees with that of young people. (The Challenge of Change to the Adult Trainee, by D. B. Newsham, Her Majesty's Stationery Office, (T.I.P.3., 1969) London, England.)

The results are of interest to anyone concerned with training of older workers or with justifying the additional investment that this training may entail. The method of training older workers appears to influence their continued employment more so than for younger trainees. The study emphasizes that concern with training methods alone is not sufficient to ensure the success of a training program. It suggests that a complete scheme should include: adequate preparation of the trainees before formal training begins; briefing of first-line supervision so that the critical move to production is safeguarded; and adequate follow-up by training and personnel staff.

The survey examined 30 organizations known to be retraining young employees, and workers over 35 years of age for operations that required instruction for at least two weeks. **The purpose was to compare the older men and women who successfully completed training with the young workers, and to determine how long they remained in the job for which they had been retrained compared with their younger colleagues.**

The findings indicated that a higher proportion of older men tended to leave during the training period or soon after. After this period, however, the trend reversed, so that the survival rate of older men over a long period compared favourably with that of young men. **Older men tended to succeed best—as measured by labour turnover—in jobs requiring training for from 10 to 13 weeks. They tended to be less successful in jobs requiring longer training periods or very short training periods, and they were least successful in those requiring six t eight weeks training.**

The follow-up among women trainees showed a turn over greater than for the men. Unlike the men, howeve the older women tended to stay longer than the youn women, both during training and during the transitio period from training to production. **The report sugges that for industries that depend on a large number women, it would appear worthwhile to consider old female applicants for training.**

Long-term retention of both men and women wh retrain in middle age appears to relate not only t training procedure, but also to the production enviro ment to which they transfer after. **It appeared from th study that older workers, after completion of trainin responded best where they had an opportunity to contr bute to the environment in which they worked.** The repo suggested that there was a need for the help of lin supervision to make this situation possible.

In an appendix, the report offers suggestions as to ho training can be suitably adapted for the older perso **When tasks involve the need for short-term memor avoid verbal learning and the need for conscious mem rization by making use of cues that guide the traine** when possible, use a method that involves learning task as a whole, for if it has to be learned in parts, th parts should be learned in cumulative stages; and ensu consolidation of learning before passing on to the ne task or to the next part of the same task.

When there is interference from other activities or fro other learning: restrict the range of activity covered the course; employ longer learning sessions than customary for younger trainees—not necessarily longer total time, but longer periods without interru tion; and provide variety—change the method of teac ing rather than the content of the course, for a chan of subject matter may lead to confusion betwe subjects.

/hen there is a need to translate information from one ıedium to another: avoid the use of visual aids that ecessitate a change of logic or a change in the plan f presentation; and, if simulators or training devices re to be used, they must be designed to enable learning) be directly related to practice.

/hen learning is abstract or unrelated to realities: resent new knowledge only as a solution to a problem ıat is already appreciated. When there is a need to nlearn something for which the older learner has a redilection: ensure correct learning in the first place. his can be accomplished by designing the training round tasks of graduated difficulty.

/hen tasks are placed: allow the older learner to pro-eed at his own pace; allow him to structure his own rogram within certain defined limits; and aim at his eating his own targets rather than those of others. As ısks become more complex; allow for learning by easy ages of increasing complexity.

/hen the trainee lacks confidence: use written instruc-ons; avoid the use of production material too soon in ıe course; provide longer induction periods—introduce ıe trainee gradually both to new machinery and new)bs; stagger the intake of trainees; if possible, recruit roups of workmates; avoid formal tests; and do not ve formal time limits for the completion of the course.

/hen learning becomes mentally passive, use an open tuation that permits discovery learning; employ mean-gful material and tasks that are sufficiently challenging) an adult; and avoid a blackboard and classroom tuation or conditions in which trainees may, in earlier ears, have experienced a sense of failure.

Part-time Employment

art-time employment appears to be particularly well ıited to the needs of older people, a report of the Organi-ıtion for Economic Co-operation and Development ıggests. Jean Hallaire, in a book titled "Part-time Em-loyment: Its Extent and Its Problems", published by ıe OECD, points out that part-time employment ould allow people reaching a given age the choice of going on with their present full-time job, with all the hazards that this implies, such as compulsory overtime, night work and irregular time tables, or of working shorter hours. These shorter hours would exclude some of the hazards, and would correspond to their physical and mental aptitudes as well as wage requirements.

In Britain, states the report, the pensionable age is 60 for women and 65 for men, and the pension is conditional on retirement. Retirement may, however, be deferred and extra contributions paid to earn a higher pension. People who have been awarded a pension on the basis that they have retired can subsequently go to work. Quite a number of part-time workers are pensioners; at a firm in Leeds, 6 per cent of the total men employed were pensioners; in a factory at Bradford, 28 of 100 part-time women workers were pensioners.

The report describes the situation in Sweden, where entitlement to retirement pension normally begins at age 67. **With the supplementary pension drawn by most wage earners, the annual income of a pensioner corresponds to roughly two thirds of the average annual wages earned during the 15 best-paid years of his life.** It might be thought that this would induce workers to opt for a part-time job before they reach the age of 67, but this does not seem to be so. There may be several reasons for this. For example, there has been a manpower shortage during the last few years, and the purpose of organizing part-time jobs was to facilitate manpower recruitment and not to induce those working full-time to cut down their working hours. Consequently, measures are being taken to keep people in employment as long as possible, and it is even envisaged that the postponement of retirement age from 67 to 70 will extend life expectancy.

The report suggests that part-time employment should, in future, constitute a normal phase—essential to the worker's psychological and mental balance—between the periods of full-time work and cessation of work. Even if such a policy was rejected by workers at present, the system of part-time employment should be adapted to suit the particular situation of older people. The part-time employment market will gradually draw on this category of worker, and countries might review retirement pension legislation in this light.

Price Indexes

Consumer, August 1969

The consumer price index (1961 = 100) advanced 0.4 per cent to 126.9 at the beginning of August from 126.4 at the beginning of July. It was 5.1 per cent higher than in August 1968.

The food index rose by 1.4 per cent to 130.6 from 128.8 and was 5.4 per cent above the August 1968 level of 123.9. Higher prices were registered for fresh fruits and vegetables, with increases of over 10 per cent recorded for potatoes, onions, carrots and grapefruit. Lettuce, celery and cabbage registered noticeable declines. Beef prices were 2.6 per cent lower, poultry and fish prices 3.4 and 1.8 per cent higher, and pork prices unchanged. Some staples, such as bread, butter, margarine and sugar, declined slightly; egg prices rose by 6 per cent.

The housing index increased by 0.2 per cent to 125.4 from 125.2. Rents advanced in most cities across the country. Among household operation items, fuel oil prices were increased in a number of Ontario cities, but summer sales of furniture, utensils and equipment offset minor price increases in other home furnishing items.

The clothing index moved up 0.2 per cent to 125.0 from 124.8. Price levels for men's, women's and children's wear were slightly higher, and piece goods advanced by 1.0 per cent.

The transportation index declined by 0.2 per cent t 120.5 from 120.7. **New automobile prices decreased b 0.5 per cent, reflecting the larger discounts allowed towar the end of the car-model year.**

The health and personal care index remained unchange at 134.2. Pharmaceutical prices advanced 0.1 per cen as higher prices for patent medicines outweighed mino declines for prescription drugs.

The recreation and reading index increased by 0.2 pe cent to 127.6 from 127.4, mainly because of a 0.7 pe cent increase in cinema admissions and a 0.8 per cen rise in camera film and developing charges.

The tobacco and alcohol index advanced 0.1 per cent t 126.4 from 126.3. There were sporadic price increase in all provinces for both cigarettes and pipe tobacco.

Group indexes a year ago in August were: food 123.9 housing (shelter and household operation) 118.9; clothin 120.6; transportation 115.1; health and personal car 128.2; recreation and reading 119.9; tobacco and alcoh 121.3.

City Consumer, August 1969

Between July and August, consumer price indexes ad vanced in all 10 regional cities and city combinations. Th increases ranged from 0.1 per cent in Vancouver to 0. per cent in Halifax.

Food prices increased in all cities except Vancouver, whe there was no change. Housing components increase in most cities, but remained unchanged in Montre and declined fractionally in St. John's.

Regional consumer price index point changes betwee July and August were: Halifax +1.0 to 121.4; Toront +.9 to 125.8; St. John's +.6 to 120.6; Saint John +. to 121.6; Montreal +.5 to 123.2; Ottawa +.5 to 124. Winnipeg +.2 to 123.9; Saskatoon-Regina +.2 t 120.7; Edmonton-Calgary +.2 to 122.4; Vancouver + to 120.1.

Wholesale, July 1969

The general wholesale index declined to 283.9 in July, 0.1 per cent lower than the June index of 284.3, and 5.5 per cent higher than the July 1968 index of 269.2. Three of the eight major group indexes were lower, and five advanced.

The animal products group index declined 1.6 per cent to 333.1 from 338.6, reflecting lower prices for livestock, fresh meats and hides, and skins. Decreases of 0.1 per cent occurred in two major group indexes, textile products to 256.8 from 257.1, and non-metallic minerals products to 209.9 from 210.1.

The wood products group index advanced 0.5 per cent to 390.5 from 388.6 with higher prices for fir and wood pulp. Increases of 0.2 per cent or less occurred in the following major group indexes: iron products to 285.0 from 284.3; non-ferrous metals products to 258.8 from 258.4; chemical products to 219.2 from 219.0; and vegetable products to 239.0 from 238.9.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39 = 100) declined 1.1 per cent to 273.7 from 276.7 in the three-week period August 1 to August 22. The animal products index increased 0.2 per cent to 361.6 from 361.0, and the field products index declined 3.4 per cent to 185.9 from 192.4.

U.S. Consumer, July 1969

The United States consumer price index (1957-59 = 100) rose 0.5 per cent to 128.2 in July from 127.6 in June. In July a year ago it was 121.5

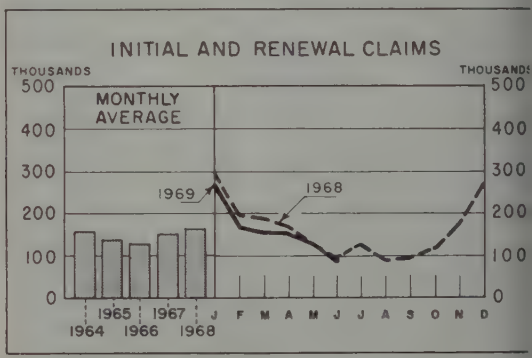
Average food prices rose 1 per cent, led by meat, poultry, fruits and vegetables. Service prices continued to increase—mortgage interest rates, property taxes, home repairs and medical care. The only notable price declines were for used cars and gasoline.

The July report said that 1,150,000 workers would receive automatic cost of living pay increases based on the index for July, taken together with indexes for previous months. Most of them are members of the United Auto Workers union, which has escalator clauses in its contracts.

Unemployment Insurance Report For June

Claimants for unemployment insurance benefit totalled 277,000 on June 30, 1969. This represented a decrease of 28,000 (9 per cent) from the May 30 total of 305,000. There were 14,000 (5 per cent) fewer claimants at the end of June 1969 compared with the 291,000 recorded a year ago.

The May-to-June decline occurred entirely among male claimants; the number of female claimants remained unchanged. Males accounted for 60 per cent of the total claimant count at the end of June, 65 per cent at the end of May, and 73 per cent, on the average, during the winter months. This decrease in the proportion of male claimants is associated with increased seasonal job opportunities in industries that employ mainly males.



A total of 91,000 initial and renewals claims were filed in local offices across Canada during June. This represents a decrease of 34,000 (27 per cent) from the 125,000 claims filed during May, and was slightly lower than the June 1968 total of 93,000. Ninety per cent of the June claims were received from persons separated from employment during the month, compared with 76 per cent in May.

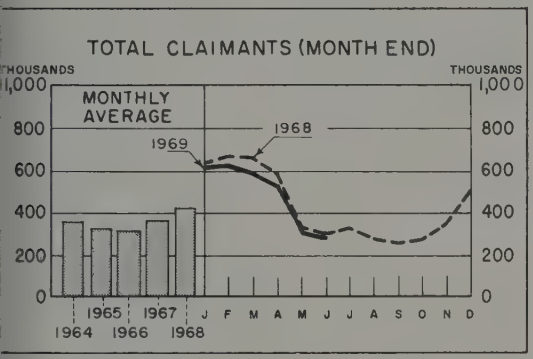
The average weekly estimate of beneficiaries was 208,000 during June, 423,000 in May and 229,000 in June 1968. For these three dates, benefit payments totalled $26 million, $52.8 million and $23.4 million; average weekly payments were $31.83, $31.20 and $25.57.

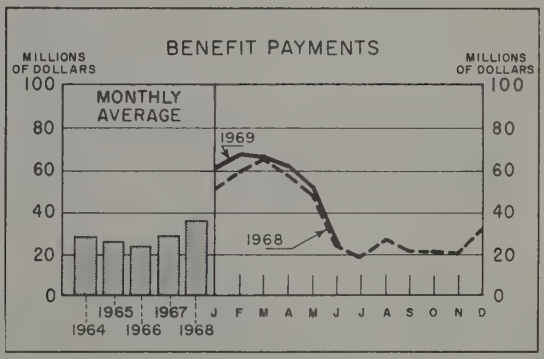
All provinces reported declines from the end-of-May claimant count. Proportionately small but numerically large decreases were recorded in Ontario and Quebec. A slight increase in the number of female claimants occurred in Quebec.

Reductions from the June 28, 1968, claimant count were mainly concentrated in Quebec, Ontario and British Columbia. Females accounted for almost 90 per cent of the reduction in Ontario. In the Atlantic provinces, only Prince Edward Island reported fewer claimants this year.

The May-to-June decrease in the volume of claims filed was general throughout the country. Decreases ranging from 25 to 44 per cent were reported for all provinces with the exception of British Columbia, where the decline was 11 per cent.

Compared with the claim load for June 1968, absolute changes were minor. Proportionately large increases in initial and renewal claims, however, occurred in Newfoundland.





Summary Table

Activity	June 1969	May 1969	June 1968	Cumulative Data: January to June 1969	Cumulative Data: 12 months ending June 1969
	(in thousands)			(in thousands)	
Insured population as at monthend	—	5,413	5,316	—	—
Initial and renewal claims filed:					
Total	91	125†	93	966	1,835
Initial	67	96†	66	752	1,379
Renewal	24	30†	27	214	456
Claimants currently reporting to local offices	277	305	291	492*	408*
Beneficiaries (weekly average)	208	423	229	431*	309*
Weeks compensated	833	1,694	915	10,745	15,877
Benefit paid	26,496	52,849	23,401	336,309	474,396
Average weekly benefit	$31.83	$31.20	$25.57	$31.30	$29.88

* Monthly average.
† Discrepancy between totals and subtotals due to rounding.

Legal Decisions

The B. C. Court of Appeal has upheld an injunction prohibiting alteration of work conditions while certification is pending.

The Ontario Court of Appeal has ruled that an arbitration board had express power to vary a penalty of discharge.

The B.C. Court of Appeal decided on March 25, 1969, that, in the circumstances, a trial judge had rightly exercised judicial discretion in granting an injunction prohibiting unfair labour practices. **An employer argued on appeal that an injunction was unnecessary because it had undertaken at the start of the injunction proceedings to refrain from further unfair acts. The trial judge had the right to consider this undertaking insufficient and to impose an injunction.**

It is an unfair labour practice under the B.C. Labour Relations Act for an employer or person acting on behalf of an employer to "seek by intimidation, by dismissal, by threat of dismissal, or by any other kind of threat, or by the imposition of a penalty, or by a promise, or by a wage increase, or by altering any other terms of employment, or by any other means, to compel or to induce an employee to refrain from becoming or continuing to be a member or officer or representative of a trade union." The B. C. Supreme Court used identical words when it granted to a union an interlocutory injunction by which a company was restrained from engaging in such unfair practices. **Mr. Justice Seaton, who heard the union's application for an injunction, said, in part, that the company had virtually admitted that it had sought by such means to induce an employee to refrain from becoming or continuing to be a member of a trade union. He concluded that great harm might be done to the union if the injunction were not granted.**

The company appealed this decision, although it conceded before the B. C. Court of Appeal that it had been in breach of the Labour Relations Act, that it could not object to obeying an injunction phrased in exactly the same words as the Act, and that a prima facie case for an injunction in the union's favour had been established. The employer did submit that Mr. Justice Seaton had exercised his discretion improperly in granting the injunction becuase, at the start of the injunction proceedings, the company had given an undertaking that there would be no further breaches of the Act.

The Court of Appeal did not doubt that a judge may find it unnecessary to grant an injunction if he is satisfied that there is no prospect of recurrence of a breach, and if an undertaking by one of the parties to the proceedings may safely be substituted for a court order. Given the evidence that the employer had already breached the Act, however, the Court of Appeal was of the opinion that Mr. Justice Seaton had the right to consider the employer's undertaking to be an insufficient guarantee of future compliance. In imposing an injunction with its penalty for disobedience, Mr. Justice Seaton was found to have exercised his judicial discretion; in this circumstance it is well-settled law that a court of appeal will not interfere.

Because the company wanted to make to its employees specific wage proposals that might eliminate the adverse wage differential between it and other employers in the trade, the company submitted also that the injunction should terminate after the B. C. Labour Relations Board had disposed of the union's application for certification.

The Court of Appeal said that wage proposals obviously could not be made before the Board had made its determination, because it was the clear intention of the B. C. Labour Relations Act that the status quo of the parties be maintained while an application for certification is pending. Rather than alter the injunction as requested, the Court of Appeal granted the company the liberty to apply to vary or discharge the injunction after the Board had determined the certification application. **Retail, Wholesale and Department Store Union, Local 580v. Western Wholesale Drug Ltd.** 69 CLLC, Para 15,175.

Ontario Court of Appeal

An arbitration board found an employee guilty of an infraction of the employer's rules, but varied the discharge penalty to a suspension without pay, because it believed that it had this power under the collective agreement.

Although the employer had the exclusive right under the agreement to make rules and discharge, the agreement also provided that the board might settle discharge cases by other arrangements. **The Ontario Court of Appeal decided on April 2, 1969 that the arbitration board had not sought to amend the agreement and that its award could not be open to review.**

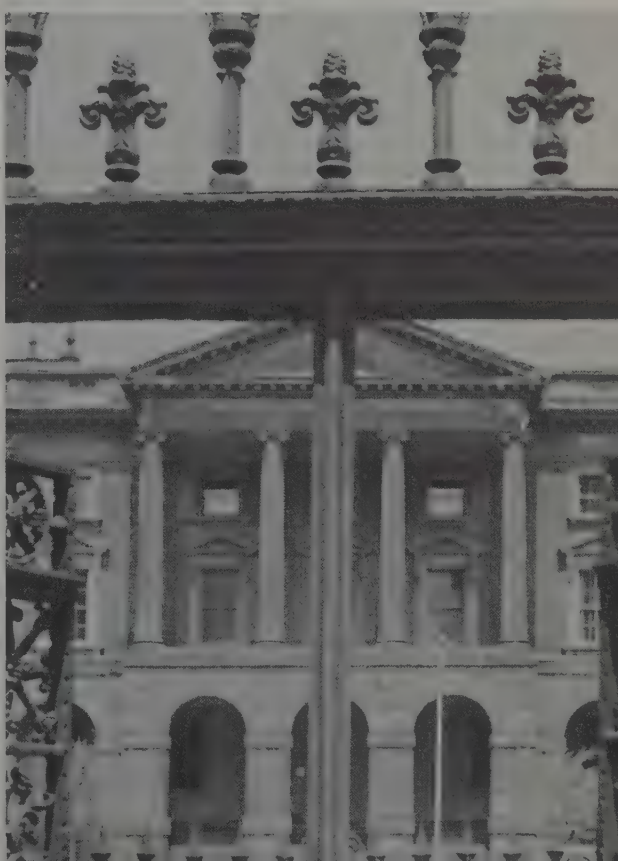
An employee was discharged because he had taken number from the company's plant without permission. A "management functions" article in the collective agreement covering him stated that the company had the exclusive right to discharge, subject to the right of the employee to lodge a grievance. The same article acknowledged that it was the exclusive function of the company to make and alter the rules to be observed by the employees, if consistent with the collective agreement. **Among the rules attached as an appendix to the agreement was one forbidding misuse or removal of company property without proper authorization. A penalty of discharge, with no alternative penalty, was stipulated for breach of this rule.**

A grievance having been filed, a board of arbitration found the employee to be guilty under the company rule, but it changed the penalty imposed by the company to that of three months suspension without pay. The board believed that it had the power to do so under another article of the collective agreement dealing specifically with "discharge cases." This article provided that such grievances may be settled under the grievance and arbitration procedures by: (a) confirming the company's action in dismissing the employee; (b) reinstating the employee with full compensation for the time lost; c) any other arrangement that may be deemed just and equitable.

The company's application to quash the arbitration award was dismissed by the Ontario High Court. Citing the decision of the Supreme Court of Canada in **Port Arthur Shipbuilding Co. v Arthurs** (L. G. March 1969, p. 172), the company contended before the Court of Appeal that, on a proper construction of the collective agreement, the arbitration board was not entitled to review the penalty imposed, but was required to recognize and follow the company rules appended to the agreement. In the Port Arthur Shipbuilding case, an arbitration board was found to have no power to vary the penalty of discharge imposed by management unless such authority is expressly given by the collective agreement. The agreement in that case had no provision similar to the "discharge cases" article in the case at bar.

The Court of Appeal found that an arbitration board still had no right to vary the penalty stipulated under many of the appended rules; the parties had seen fit, however, to make separate provision for discharge cases in their collective agreement and to give an arbitration board specific, wider powers in such cases. The powers were general and not limited to any particular discharge case.

The company argued that the "discharge cases" article applied only if alternative penalties were stipulated, or if the company had the power to discharge in cases not enumerated in the appended rules. Such an interpretation, the Court of Appeal found, could be arrived at only by inference and by giving to the "discharge cases" article a meaning that, on its face, it did not contain. **The court saw no conflict between a provision by which the company indicates in its rules the action it will take for an infraction, and another provision in the collective agreement by which the serious penalty of discharge may be varied by an arbitration bord in a grievance procedure.** The board's award did not seek to amend the collective agreement, but, on the contrary, complied with specific provisions in it. The company's appeal was dismissed by the Ontario Court of Appeal. **Regina v. Mc Culloch et al. ex parte Dowty Equipment of Canada Ltd.,** 69 CLLC, para. 14, 173.



Decisions of the Umpire

CUB 2826. The bargaining agreement between the Laborers' International Union of North America, Local 183, Toronto, and the Heavy Construction Association of Metropolitan Toronto expired on April 30, 1967. Negotiations on the terms and conditions to be incorporated in a new renewal agreement began during the previous February. When two meetings, held in February and March, failed to produce an agreement, a conciliation officer of the Ontario Department of Labour met with the association and union in April. This meeting also was unsuccessful, and a "no board" report was received on April 28.

The union asked for a reduction in the workweek from 45 to 40 hours. The main point in dispute, however, was the question of wages. The union had requested increases totalling $1.65 an hour on a two-year contract. It is reported that the employer association made no offer, and that it considered the union's demands totally unrealistic and unreasonable.

Because negotiations were unsuccessful, the association proceeded with lockout action agains the labourers, beginning on various dates in May. As a result of the lockout of the labourers, member companies found it necessary to lay off other trades.

A former employee of one of the member construction companies of the association and a member of the labourers' union local filed a renewal application for benefit on May 29. He had been working as a labourer for the company from March 10 to May 19 at a salary of $150 a week. He became separated from his employment because there was "no work." He registered for work as a labourer.

The employer on June 6 reported that the claimant' separation from his employment was as a result of th lockout. The insurance officer notified the claiman that he was disqualified from receiving benefit under th Act from May 28, because he lost his employment b reason of a work stoppage caused by a labour dispute.

On behalf of the claimant, the secretary-treasure appealed to the board of referees: "The claimant wa working for [the company] as a labourer. On Tuesday May 16, he was told by his foreman not to report t work the following day. The reason given was that th company was closing down operation to protest th excessive union demand.

"The claimant, like all his fellow workers, didn't hav an opportunity to vote on the latest employer's propo sal, and there was no strike called by the union becaus a vote had still to be taken [although a meeting wa reported to have been scheduled for May 28]. Ther was no picket on the job.

"Because of the company's arbitrary and retaliator action, we believe that the claimant should not be penali ed. If, on the other hand, the claimant had an opportunit to vote on the latest employer proposals and rejected then we then would agree on the claimant's disqualificatio even if there was a lockout and not a strike."

A settlement was eventually effected, the terms of whic were ratified at a membership meeting of the union c July 9. A substantial resumption of work was ruled have taken place on July 10, and the insurance offic terminated the disqualification effective July 9.

The board of referees heard the case in Toronto in October. This constituted a test case, and the same decision would be applied to other claimants also laid off because of the lockout.

In their report, the majority of the board found that there was a labour dispute between the parties. The existence of the offer, as mentioned by the union, was "completely immaterial," the majority concluded. The claimant's appeal was therefore dismissed by the majority of the board, and the decision of the insurance officer was sustained.

The dissenting member based his reasons for disagreement on CUB 570, which implied that a lockout is beyond the concept of a labour dispute if the employer's action is not taken in consequence of an unwillingness on the part of the employees to agree to his proposals.

Appeal was made to the umpire by Local 183 of the LU. The insurance officer and the employer company ubmitted statements. The appeal was heard by the mpire at Toronto on July 11, 1968.

In his considerations and conclusions, the umpire iscussed whether the stoppage of work was attributable o a "labour dispute" within the meaning of the Act. Ie considered the appellant's argument that there was o labour dispute; that there were negotiations but no ispute. **He found, however, that "it would be unrealistic o think that there was no dispute, no labour dispute, etween the parties at the time of the lockout, for there reviously had been union demands for wage increases nd other terms, which their employer was not willing to ccept, and there had been negotiations in that respect in Iarch, April and May, which failed to result in agreement."** The offer did not terminate or suspend the dispute, he said. "There is no doubt in my mind that the toppage of work that occurred in this case was attributable to a labour dispute." The appeal was therefore ismissed, and the same decision was applied to the ther claimants involved in the case.

Employment Review—August

Employment dropped 30,000 to 8,171,00 between July and August. There is usually a slight increase in employment during this period. Unemployment at 318,000, was 31,000 lower than in July and the labour force, at 8,489,000, showed an above-average decrease of 61,000. Compared with a year ago, the labour force increased by 205,000, or 2.5 per cent; employment rose by 206,000, or 2.6 per cent; and there was virtually no change in the number of unemployed persons.

The decline in employment was mainly among teenagers, with 26,000 fewer employed in August than in July, a large decrease for this time of year. In other age groups, employment showed little change. Most industries showed little variation in employment between July and August. The largest increase was in finance, insurance, and real estate, 18,000. Extensive declines were recorded for public administration, 32,000, and trade, 22,000. Farm employment showed little change.

Compared with a year ago, the largest increase in employment was in manufacturing, 74,000; followed by community, business and personal service, 46,000; finance, insurance and real estate, 42,000; transportation, communication and other utilities, 23,000; and trade, 23,000. Farm employment declined by 17,000.

Regionally, the largest relative increase over the year took place in British Columbia, 4.8 per cent. This compares with gains of 2.6 per cent in the Prairies, and 2.5 per cent in Quebec and Ontario. There was little change in the Atlantic region.

Unemployment, at 318,000, was 31,000 below the previous month and only 1,000 lower than a year ago. The 31,000 decline in the total number of unemployed persons between July and August reflected the withdrawal of unemployed students from the labour force. The number of unemployed, 14 to 19 years old, declined by 52,000. There was an offsetting increase of 21,000 in the number of unemployed 20 years of age and over.

Of the total unemployed in August, 106,000, or 33 per cent, had been unemployed for less than one month, 36 per cent for one to three months, and 31 per cent for four months or more. Unemployment in August represented 3.7 per cent of the labour force, compared with 3.9 per cent in August 1968, and 3.0 per cent in August 1967. The seasonally adjusted unemployment rate in August 1969 was 4.9 per cent.

Conciliation Before the Minister of Labour

During August, the Minster of Labour appointed conciliation officers to deal with the following disputes:

Canada Steamship Lines Limited, Sault Ste. Marie, Ont., and the International Longshoremen's Association, Local 1923 (Conciliation Officer: T. B. McRae).

CP Air, Vancouver International Airport, and Canadian Air Line Flight Attendants Association (Conciliation Officers: D. H. Cameron and R. Nat Gray).

Allied Aviation Services Company of Newfoundland, Limited, and Lodge 927, International Association of Machinists and Aerospace Workers, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: W. J. Gillies).

Atomic Energy of Canada Limited, Chalk River, Ont., and The Chalk River Atomic Energy Draftsmen, Local 1569, CLC (Conciliation Officer: K. Hulse).

Atomic Energy of Canada Limited, Chalk River, Ont., and The Chalk River Technicians and Technologists, Local 1568, CLC (Conciliation Officer: K. Hulse).

Maple Leaf Mills Limited, Calgary, Alta., and Canadian Food and Allied Workers, Local 1145 (Conciliation Officer: A. A. Franklin).

B.C. Towboat Owners' Association (representing cer tain member companies and the Canadian Merchan Service Guild (Conciliation Officer: D. S. Tysoe).

Canadian National Hotels Limited (Fort Garry Hotel Winnipeg, Man., and Canadian Brotherhood of Rail way, Transport and General Workers (Conciliatio Officer: A. E. Koppel).

National Harbours Board, and Public Service Allianc of Canada (representing National Harbours Boar Police Association, Port of Quebec) (Conciliatio Officer: G. R. Doucet).

B.C. Towboat Owners' Association (representing cer tain member companies and the Canadian Brotherhoo of Railway, Transport and General Workers (Concilia tion Officer: D. S. Tysoe).

B.C. Towboat Owners' Association (representing cer tain member companies and the Seafarers' Inte national Union of Canada (Conciliation Officer: D.S Tysoe).

Eastern Provincial Airways (1963) Limited, Gande Nfld., and the International Association of Machinis and Aerospace Workers (Conciliation Officer: W. Gillies).

Bunge of Canada Limited, Quebec, Que., and Brothe hood of Railway, Airline and Steamship Clerks, Freig Handlers, Express and Station Employees (Conciliatic Officer: S. T. Payne).

Settlements by Conciliation Officers

Hendrie and Company Limited, Toronto, Ont., and Canadian Brotherhood of Railway, Transport and General Workers. (L. G., Aug., p. 473) (Conciliation Officer: K. Hulse).

Aeronaves de Mexico, S. A., Montreal and Toronto, and the International Association of Machinists and Aerospace Workers (L. G., June, p. 346) (Conciliation Officer: K. Hulse).

Dispute Lapsed

John A. Snow, Willowdale, Ont., and Warehousemen and Miscellaneous Drivers, Local 419. (L. G., April, p. 244) (Conciliation Officer: T. B. McRae).

Conciliation Boards Fully Constituted

The Board of Conciliation and Investigation established in July to deal with a dispute between Atomic Energy of Canada Limited (Commercial Products Division) Ottawa, Ont., and The Ottawa Atomic Workers Union, Local 1541, CLC (L. G., Oct., p. 608) was fully constituted in August with the appointment of Thomas C. O'Connor of Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee C. B. C. Scott, Toronto, and union nominee Andrew Andras, Ottawa.

The Board of Conciliation and Investigation established in July to deal with a dispute between the National Harbours Board, Port of Montreal (general forces, grain elevator and cold storage employees) and the National Syndicate of Employees of the Port of Montreal (CNTU) (L. G., Oct., p. 608) was fully constituted in August with the appointment of Judge Jean-Paul Noël of Montreal, as chairman. Judge Noël was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Robert Hainault and union nominee Alain Grabant, both of Montreal.

The Board of Conciliation and Investigation established in July to deal with a dispute between Atomic Energy of Canada Limited, Sheridan Park, Ont., and The Sheridan Park Atomic Energy Draftsmen, Local 1645, CLC (L. G., Oct., p. 608) was fully constituted in August with the appointment Thomas C. O'Connor of Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee C. B. C. Scott, Toronto, union nominee Henry Weisbach, Don Mills.

Settlements after Board Procedure

H. W. Bacon Limited, Toronto, Ont., and Warehousemen and Miscellaneous Drivers, Local Union 419 (L. G., Oct., p. 609).

Baton Broadcasting Limited — CFTO-TV, Agincourt, Ont., and the National Association of Broadcast Employees and Technicians (L. G., Oct., p. 609).

Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Brotherhood of Maintenance of of Way Employees—Local 96 (L. G., Oct., p. 609).

Strikes Terminated

Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Lodge 767, International Association of Machinists and Aerospace Workers. The strike terminated August 11. This dispute was settled concurrently with settlement of the strike in provincial jurisdiction that involved the Iron Ore Company of Canada and the United Steelworkers of America. Joint federal-provincial mediation services were provided by W. P. Kelly, Canada Department of Labour, and Réal Mireault, Quebec Department of Labour.

British Columbia Telephone Company, Vancouver, and Federation of Telephone Workers of British Columbia (plant, traffic and clerical divisions). The strike terminated August 5 after mediation assistance from Hon. Bryce Mackasey, Bernard Wilson and D. S. Tysoe.

Certification Before The CLRB

The Canada Labour Relations Board met for one da during August. It granted five applications for certifica tion, rejected two, and ordered one representation vot in an application for revocation of certification. Durin the month, the Board received 13 applications fo certification.

Applications for Certification Granted

Brotherhood of Railway, Airline and Steamship Clerks Freight Handlers, Express and Station Employees o behalf of a unit of elevator employees of Bunge C Canada Limited, Quebec, Que. (L. G., Aug., p. 472).

Beverage Dispensers and Culinary Workers Union Local 835, Hotel and Restaurant Employees and Bar tenders International Union, on behalf of a unit o cookhouse and bunkhouse employees of Nor-Ca Camp Services Ltd., Whitehorse, Y. T. (L. G., Sept p. 531).

Tunnel and Rock Workers' Local 168, Labourer International Union of North America, on behalf of unit of personnel employed in the Yukon Territory b Pacific Diamond Drilling Company Ltd., Vancouve B.C. (L. G., Sept., p. 531).

Tunnel and Rock Workers' Local 168, Labourer Union of North America, on behalf of a unit of perso nel employed in the Yukon Territory by Rupert Drillir Exploration Ltd., Vancouver, B.C. (L. G., Sept., p. 531

American Federation of Grain Millers, Local 313, c behalf of a unit of employees of Canada Packe Limited, Toronto, Ont., employed in the feed m operated by the Spruceleigh Farms, Division of Canac Packers Limited, Brantford, Ont. (L. G., Oct., p. 61

Applications for Certification Rejected

Seafarers' International Union of Canada, applican and Reid Towing Company, Vancouver, B.C., r spondent (unlicensed personnel) (L. G., Apr., p. 24. The application was rejected because the undertaki upon which the respondent company and its employe are engaged is not one that falls within the scope of t Industrial Relations and Disputes Investigation Act.

Office and Technical Employees Union, Local 15, Office and Professional Employees International Union, applicant, and Kingsway Freightlines Limited, Calgary, Alta., respondent (L. G., Aug., p. 472). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

Representation Vote Ordered

Michael Barbetta and Theodore Ewanika, et al., applicants, Air Canada, respondent company (crew schedulers and crew clerks), and International Association of Machinists and Aerospace Workers, respondent union (L. G., Sept., p. 531). (Returning Officer: A. F. Tulloch).

Applications for Certification Received

Letter Carriers' Union of Canada on behalf of a unit of mail service employees of Jessiman Bros. Cartage Ltd., St. James, Man. (Investigating Officer: A. E. Koppel).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers allegedly employed at Port of Quebec by Albert G. Baker Limited, Quebec, Que. (Investigating Officer: G. R. Doucet).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers allegedly employed at Port of Quebec by Canadian National Railways, Montreal, Que. (Investigating Officer: G. R. Doucet).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at Port of Quebec by Canadian Pacific Railway Company, Montreal, Que. (Investigating Officer: G. R. Doucet).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at Port of Quebec by Clarke Steamship Company Limited, Montreal, Que. (Investigating Officer: G. R. Doucet).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at Port of Quebec by Eastern Canada Stevedoring Limited, Quebec, Que. (Investigating Officer: G. R. Doucet).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at Port of Quebec by Terminus Maritime Inc., Quebec, Que. (Investigating Officer: G. R. Doucet).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at Port of Quebec by H. Turbis Stevedoring, Quebec, Que. (Investigating Officer: G. R. Doucet).

Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Desgagne Transport Inc., St-Joseph-de-la-Rive, Que. (Investigating Officer: G. R. Doucet).

United Steelworkers of America on behalf of a unit of employees of Valleyfield Dock and Terminal, Valleyfield, Que. (Investigating Officer: G. R. Doucet).

Vancouver Harbour Employees' Association, Local 517, International Longshoremen's and Warehousemen's Union, on behalf of a unit of office employees of Balfour, Guthrie (Canada) Ltd., Vancouver, B.C. (Investigating Officer: A. A. Franklin).

International Longshoremen's and Warehousemen's Union, Local 514, on behalf of a unit of foremen employed by Western Stevedoring Co. Ltd., Vancouver, B.C. (Investigating Officer: D. H. Cameron).

International Longshoremen's and Warehousemen's Union, Local 514, on behalf of a unit of foremen employed by Empire Stevedoring Co. Ltd., Vancouver, B.C. (Investigating Officer: D. H. Cameron).

General Topics

Unemployment Insurance Fund

During July, 19,027 investigations for benefit control of the Unemployment Insurance Fund were completed across Canada. Of these, 12,492 were on-premises investigations, 1,992 were selective investigations and 1,516 were random sample investigations of claims to verify the fulfilment of statutory conditions. The remaining 491 formal investigations and 2,536 postaudit investigations were in connection with claimants suspected of making false statements to obtain benefits. **Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,294. Prosecutions were commenced in 213 cases, all against claimants.** They don't include employer prosecutions commenced by the Revenue Branch, nor do they necessarily relate to the investigations conducted during this period.

Revenue received by the Unemployment Insurance Fund in July totalled $52,073,835.70 compared with $52,479,724.88 in June and $30,406,144.71 in July 1968. **Benefits paid in July totalled $24,787,401.53 compared with $26,496.542.99 in June and $18,858.223.87 in July a year ago.** The balance in the Fund on July 31, 1969 was $413,776,938.53 compared with $386,490,504.36 in June and $290,658,949.69 at the end of July 1968.

Wage Schedules—July

During July, the Department of Labour prepared 323 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services. In the same period, 242 contracts in these categories were awarded. In addition, 271 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Department of Fisheries and Forestry, Post Office, Public Works, Supply and Services and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in July for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Post Office	3	$96,024.33
Supply and Services	69	250,447.00

During July the sum of $6,901.74 was collected from eight contractors for wage arrears owing their employees as a result of the failure of the contractors or their subcontractors to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. **This amount is for distribution to the 119 workers concerned.**

November Credits

Readers of the following regular monthly features will find it interesting to note that:

Employment Fatalities, p. 668, are prepared by the Surveys Division of the Department of Labour's Economics and Research Branch. The fatalities covered in this review are those sustained by persons gainfully employed. They occurred during the course of, or arose out of their employment, and they include deaths resulting from industrial diseases.

(NOTE: Statistics on employment fatalities are compiled from reports received from the provincial Workmen's Compensation Boards and other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that the coverage for such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than the article and tables indicate. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual and quarterly reviews.)

Overcoming Rehabilitation Problems, p. 669, was submitted by the Manpower Utilization Branch of the Department of Manpower and Immigration, and the feature on Older Workers, p. 670, originates with the Section on Older Workers in the same Branch and Department.

Unemployment Insurance Report, p. 674, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Legal Decisions, p. 676, originates with the Legislation Branch of the Department of Labour.

Certification Before the CLRB, p. 682, originates from the Employee Representation Branch of the Department of Labour and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation Before the Minister of Labour, p. 680, originates from the Conciliation and Arbitration Branch of the Department of Labour and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

NOTE: The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.)

Photos

U.S. Information Service: p. 638, 640, 641. Murray MacGowan: p. 643, 686. Public Archives: p. 645. NFB: Cover, p. 647, 649, 650, 652, 656, 657, 658, 662, 667, 673, 677. Economic Council of Canada: p. 653, 654, 655. Murray Mosher—Photo Features: p. 661. ILO: p. 664.

Publications In the Library

List No. 248

The publications listed below are not for sale by the Department. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Canada Department of Labour, Ottawa. Applicants must apply through the library of their union, company, or organization or through a university or public library. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in The Labour Gazette.

Annual Reports

■ **No. 1—Manitoba. Department of Labour.** Annual report, 1968. Winnipeg, 1969. 64 p. Report year ends December 31.

■ **No. 2—Manitoba. Workmen's Compensation Board.** Report for 1968. Winnipeg, 1969. 32 p. Report year ends December 31.

■ **No. 3—Ontario. Department of Labour.** Annual report, 1967-1968. Toronto, 1969. Report year ends March 31.

■ **No. 4—U.S. Department of Labor.** Fifty-sixth annual report, fiscal year 1968. Washington, GPO, 1969. 107 p. Report year ends June 30. Contains also a draft report of the President's Review Committee Employee-Management Relations in the Federal Service, April 1968.

Civil Service

■ **No. 5—Illinois. Governor's Advisory Commission o Labor-Management Policy for Public Employees.** Repo and recommendations. Springfield, 1967. lv. variou pagings). Martin Wagner, chairman.

■ **No. 6—U.S. Civil Service Commission. Office Labor-Management Relations.** Union recognition the federal government; statistical report of recogn tions and agreements under Executive order 10988 of November 1967. [Washington, 1968?], xiv, 40 Attached to the report are the following: 1. U.S. Civ Service Commission bulletin no. 711-13. Report union recognitions in the federal service. 2. U.S. Civ Service Commission bulletin no. 711-3. Standards conduct for employer organizations and Code of fa labor practices in the federal service. 3. Executiv Order 10988. Employee-management co-operation the federal service. 4. U.S. Civil Service Commissio Federal personnel manual system. Chapter 532, C ordinated federal wage system. 5. Provisions of th United States code relating to the prohibition of strik by federal employees.

Economic Conditions

■ **No. 7—Dehem, Roger.** Planification économique fédéralisme. [1re ed.]. Québec, Les Presses de l'Universi Laval, 1968. 201 p. "Le présent ouvrage a pour obj une étude faite originellement pour le compte de Commission royale d'enquête sur le bilinguisme et biculturalisme, au Canada."

■ **No. 8—Organization for Economic Co-operation nd Development.** Social amenities in area economic rowth; an analysis of methods of defining needs for ocal social amenities, by Leo Klaassen. [Paris, 1968] 58 p.

■ **No. 9 — Siegel, Irving Herbert.** Fuller employment ith less inflation: four essays on policy and statistics. Kalamazoo, Mich, W. E. Upjohn Institute for Employment Research, 1969. 70 p. Contents: Productivity measures and forecasts for employment and stabilization policy. Guidelines for the perplexed. Fuller employment with uptrending prices: the 1968 economic eport. Wage-price-productivity statistics: old gaps and ew needs.

■ **No. 10—United Nations. Department of Economic nd Social Affairs.** World economic survey, 1967. art One: The problems and policies of economic development: an appraisal of recent experience. Part Two: Current economic developments. New York, United Nations, 1968. 204 p.

ndustrial Relations

■ **No. 11—Canada. Department of Labour.** Labour nd industrial relations research in Canada. December 968. La recherche sur le travail et les relations industrielles au Canada. Décembre 1968. Ottawa, Queen's rinter, 1969. 32 p.

■ **No. 12—Confédération des Syndicats Nationaux.** rocès-verbal de la Quarante-troisième session du Conrès de la C.S.N., Québec, P.Q., 1968. Québec, 1969. 550p.

■ **No. 13—International Brotherhood of Electrical Vorkers.** History and structure of the IBEW. Section II. eadership training manual. Washington [1969 ?]. 24 p.

abour Supply

■ **No. 14—George, Roy Edwin.** Technological reundancy in a small isolated society; a case study of nion-management-government co-operation to deal ith redundancy among stevedores in North Sydney, Nova Scotia. Incorporating a report. The ILA-CNR ounselling programme for North Sydney stevedores, by lorace D. Beach. Montreal, Industrial Relations Cene, McGill University, 1969. 176 p.

■ **No. 15—International Conference on Employment Stabilization in a Growth Economy, Munich, 1967.** Employment stabilization in a growth economy; international conference, Munich, 24th-27th October, 1967; final report. Paris, OECD, Manpower and Social affairs Directorate, 1968. 129 p. At head of title: International seminars 1967-4.

■ **No. 16—**The Measurement and interpretation of job vacancies: a conference report of the National Bureau of Economic Research. New York, National Bureau of Economic Research; distributed by Columbia University Press, 1966. ix, 593 p. Papers of a conference held in New York in April, 1965.

■ **No. 17—New York [State]. Department of Labor. Division of Research and Statistics.** Manpower directions in New York State, 1965-1975; job requirements and labor force; technical supplement. [Albany ? 1968], 120 p.

■ **No. 18—Sheppard, Harold L.** The nature of the job problem and the role of new public service employment. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1969. v, 23 p.

■ **No. 19—U.S. Bureau of Labor Statistics.** How to make an inventory of high-level and skilled manpower in developing countries. Washington, GPO, 1968. 104 p. "International labor statistics manual."

Wages and Hours

■ **No. 20—National Industrial Conference Board.** Top executive compensation, by Harland Fox. New York, 1969. 82 p.

■ **No. 21—Organization for Economic Co-operation and Development.** Wage drift, fringe benefits and manpower distribution; a study of employer practices in a full employment labour market [by] Derek Robinson. Paris, 1968. 180 p.

■ **No. 22—U.S. Bureau of Labor Statistics.** National survey of professional, administrative, technical, and clerical pay, June 1968; accountants and auditors, attorneys, personnel management, buyers, engineers and chemists, engineering technicians, draftsmen, office clerical. Washington, GPO, 1969. 80 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previo Ye
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*		8,489	— 0.7	+ 2
Week ended August 23, 1969				
Employed		8,171	— 0.4	+ 2
Agriculture		636	— 1.2	— 2
Non-agriculture		7,535	— 0.3	+ 3
Paid workers		7,050	— 0.01	+ 2
At work 35 hours or more		6,124	+ 3.9	+ 1
At work less than 35 hours		965	— 1.1	+ 4
Employed but not at work		1,082	—18.7	+10
Unemployed		318	— 8.9	— 0
Atlantic		38	— 9.5	+ 8
Quebec		138	— 0.7	+1
Ontario		83	—13.5	— 0
Prairie		26	—31.6	—10
Pacific		33	— 2.9	—1
Without work and seeking work		298	— 9.4	— 0
On temporary layoff up to 30 days		20	0.0	+ 3
INDUSTRIAL EMPLOYMENT (1961 = 100)	July	128.6	— 0.9	+ 3
Manufacturing employment (1961 = 100)	July	125.5	— 2.4	+ 3
IMMIGRATION	1st 6 months	71,121	—	—1
Destined to the labour force	1st 6 months	37,951	—	—1
STRIKES AND LOCKOUTS				
Strikes and lockouts	August	117	+ 3.5	—1
No. of workers involved	August	74,686	+ 5.6	+2
Duration in man days	August	1,178,780	+11.4	+8
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	July	$118.78	+ 0.9	+
Average hourly earnings (mfg.)	July	$ 2.77	— 0.4	+
Average hours worked per week (mfg.)	July	39.9	— 0.7	—
Average weekly wages (mfg.)	July	$110.77	— 0.9	+
Consumer price index (1961 = 100)	August	126.9	+ 0.4	+
Index numbers of weekly wages in 1961 dollars (1961 = 100)†	July	128.6	— 0.9	+
Total labour income (thousands of dollars)	May	3,252	+ 3.3	+1
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	July	166.8	— 0.2	+
Manufacturing	July	169.1	+ 0.4	+
Durables	July	191.2	+ 0.1	+
Non-durables	July	151.1	+ 0.6	+
NEW RESIDENTIAL CONSTRUCTION‡				
Starts	July	15,057	—19.9	—
Completions	July	13,446	+ 2.3	+2
Under construction	July	117,381	+ 1.3	+2

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Centres of 10,000 population or more.

Tables

A-1 to A-3 — Labour Force

B-1 — Labour Income

C-1 to C-7 — Employment, Hours and Earnings

E-1 to E-4 — Unemployment Insurance

F-1 and F-2 — Prices

G-1 to G-4 — Strikes and Lockouts

H — Employment Fatalities

A—Labour Force

Table A-1—Regional Distribution, Week Ended August 23, 1969

	Canada	Atlantic	Quebec	Ontario	Prairies	B.C.
			(in thousands)			
THE LABOUR FORCE	8,489	689	2,395	3,139	1,407	859
Men	5,833	484	1,666	2,113	983	587
Women	2,656	205	729	1,026	424	272
14-19 years	1,093	99	306	367	206	115
20-24 years	1,326	132	417	454	205	118
25-44 years	3,455	244	998	1,325	527	361
45-64 years	2,402	199	621	914	422	246
65 years and over	213	15	53	79	47	19
EMPLOYED	8,171	651	2,257	3,056	1,381	826
Men	5,609	454	1,565	2,057	968	565
Women	2,562	197	692	999	413	261
Agriculture	636	29	135	162	288	22
Non-agriculture	7,535	622	2,122	2,894	1,093	804
Paid workers	7,050	570	1,971	2,737	1,024	748
Men	4,712	389	1,350	1,801	669	503
Women	2,338	181	621	936	355	245
UNEMPLOYED	318	38	138	83	26	33
Men	224	30	101	56	15	22
Women	94	*	37	27	11	11
PERSONS NOT IN LABOUR FORCE	6,198	676	1,817	2,110	972	623
Men	1,446	192	412	477	216	149
Women	4,752	484	1,405	1,633	756	474

* Less than 10,000 SOURCE: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended August 23, 1969

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Yea and Ov A Perso
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,687	2,434	4,168	1,159	4,271	1,114	1,54
LABOUR FORCE	8,489	1,093	4,011	1,022	1,376	774	21
Employed	8,171	1,012	3,907	955	1,341	751	20
Unemployed	318	81	104	67	35	23	*
NOT IN LABOUR FORCE	6,198	1,341	157	137	2,895	340	1,32
PARTICIPATION RATE†							
1969—Aug. 23	57.8	44.9	96.2	88.2	32.2	69.2	13
July 19	58.4	48.2	95.9	89.0	32.0	70.4	14
UNEMPLOYMENT RATE‡							
1969—Aug. 23	3.7	7.4	2.6	6.6	2.5	3.0	*
July 19	4.1	11.4	2.4	6.7	1.7	2.9	*

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories
† The labour force as a percentage of the population 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended August 23, 1969

	Aug. 1969	July 1969	Au 19
		(in thousands)	
TOTAL UNEMPLOYED	318	349	3
On temporary layoff up to 30 days	20	20	
Without work and seeking work	298	329	3
Seeking:			
Full-time work	275	304	2
Part-time work	23	25	
Under 1 month	86	102	
1-3 months	115	131	1
4-6 months	36	35	
More than 6 months	61	61	

SOURCE: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry

Year and Month	Monthly Totals									
	Mining	Manufacturing	Transportation Storage and Communication**	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals ††
	(millions of dollars)									
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total	878	9,144	3,024	424	2,598	635	9,972	11,461	1,818	35,230
1968—June	74.2	766.5	252.6	40.6	228.8	53.2	414.8	966.6	154.3	2,979.5
July	74.4	754.9	249.1	40.6	240.9	54.0	412.6	967.6	162.3	2,991.7
August	74.4	777.2	258.4	42.2	247.9	54.3	414.8	975.5	154.2	3,034.4
September	73.6	799.8	266.1	41.7	251.7	54.5	422.8	982.7	165.8	3,089.5
October	74.5	799.1	264.6	40.8	243.2	54.2	430.4	987.9	151.7	3,070.7
November	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
1969—January	76.2	790.3	271.4	24.1	186.8	53.8	439.6	1,004.5	146.2	3,007.0
February	77.3	803.2	259.9	27.4	200.8	51.1	440.3	1,028.4	167.5	3,070.1
March	78.4	815.9	261.6	31.0	198.8	53.2	447.6	1,033.6	167.7	3,103.6
April	75.6	819.6	265.7	28.9	213.1	55.8	454.5	1,047.6	169.2	3,148.7
May*	74.7	841.0	271.5	38.1	229.0	57.2	465.1	1,088.2	169.3	3,257.6
June†	75.6	858.1	281.8	43.2	237.0	58.6	476.4	1,105.2	188.5	3,353.4
July‡	73.5	841.2	290.5	46.5	260.2	56.9	468.1	1,147.0	182.3	3,399.9
Seasonally Adjusted										
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1968—June	72.3	754.7	246.8	39.2	215.5	52.6	408.9	953.4	148.4	2,914.2
July	73.9	755.6	239.7	35.3	215.0	52.7	412.6	959.9	153.4	2,921.1
August	73.4	764.2	251.1	27.0	216.7	52.4	418.7	970.3	155.1	2,961.5
September	74.1	782.5	258.4	34.6	222.4	53.5	422.2	972.5	156.9	3,000.4
October	75.1	785.5	261.1	34.7	216.1	53.8	427.3	980.0	157.8	3,014.6
November	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
1969—January	76.5	809.6	272.3	28.3	219.2	54.7	448.6	1,022.0†	161.6	3,116.1†
February	77.1	817.9	268.8	30.4	236.0	52.0	452.1	1,042.3†	164.5	3,164.3†
March	78.1	826.7	273.6	39.2	228.5	54.9	457.6	1,042.5†	165.7	3,190.1†
April	78.4	827.2	271.4	41.1	233.4	57.0	459.0	1,054.8†	167.1	3,213.4†
May*	74.9	838.1	271.8	41.0	226.9	57.7	465.6	1,088.5	170.1	3,257.7
June†	73.5	843.7	276.8	39.8	222.4	58.0	469.8	1,086.5	172.3	3,266.3
July‡	72.3	845.2	280.7	40.8	231.5	55.6	467.6	1,119.4	173.3	3,309.0

* Revised † Preliminary ‡ Advance

** Includes post office wages and salaries †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at May 1969, employers in the principal non-agricultural industries reported a total employment of 3,757,236. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 2(persons. Tables C-5 to C-7 are based on reports from somewhat smaller number of firms than Tables C-1, C- and C-4. They relate only to wage earners for whom statis tics of hours of work are also available, whereas Tables C-1 C-2 and C-4 relate to salaried employees as well as to al wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
AVERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.30	123.5	122.8	100.13
1967	122.6	131.4	102.79	123.2	130.6	106.53
1968†	122.7	140.4	109.88	122.1	140.3	114.42
1968—April	119.3	139.3	108.95	120.2	140.2	114.33
May	122.6*	139.9	109.46*	122.0	140.2	114.43
June	124.6	140.5	109.96	123.3	140.1	114.23
July	124.0	140.6	109.97	121.9*	138.8	113.20
August	126.9	141.8	110.95*	125.3	140.4	114.48
September	126.7	143.8	112.52	125.8*	143.6	117.08
October	126.0	144.3	112.90	124.6*	144.8	118.08
November	125.7	144.9	113.37	124.0	145.5	118.70
December	122.7	140.5	109.94	121.4	140.9	114.92
1969—January	121.4	145.8	114.04	121.8	146.5	119.47
February	121.9*	147.4*	115.30*	122.5	148.1	120.80
March	122.6*	148.4*	116.11*	123.2	149.3*	121.77
April*	123.4	148.8	116.43	123.6	149.4	121.84
May†	126.8	149.9	117.26	126.3	150.3	122.60

* Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; financ insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
SOURCE: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	May 1969	April 1969	May 1968	May 1969	April 1969	May 1968
		(1961 = 100)		$	$	$
REGION AND PROVINCE						
Atlantic Region	118.0	112.1	116.2	96.00	96.54	89.50
Newfoundland	116.1	111.0	172.5	104.73	103.47	98.70
Prince Edward Island	129.4	113.4	132.9	80.26	82.70	72.48
Nova Scotia	117.9	114.2	113.5	94.26	94.37	87.89
New Brunswick	118.5	110.2	116.7	94.08	95.99	87.19
Quebec	119.2	116.1	118.0	114.78	114.78	108.04
Ontario	131.5	129.1	125.9	121.26	120.27	112.95
Prairie Region	126.1	121.1	122.2	111.28	110.94	102.94
Manitoba	117.9	112.7	115.3	107.09	106.87	99.31
Saskatchewan	119.9	115.5	121.8	107.33	106.47	101.45
Alberta	135.5	130.5	128.1	115.81	115.55	106.30
British Columbia	137.7	132.6	128.6	127.88	126.95	120.20
CANADA	126.8	123.4	122.6	117.26	116.43	109.46
URBAN AREAS						
St. John's	138.3	133.5	137.3	93.11	91.79	87.02
Halifax	119.6	117.6	114.1	96.82	96.50	91.58
Sydney	91.5	96.3	101.9	97.94	97.54	94.06
Moncton	125.9	120.4	118.2	92.14	91.47	86.08
Saint John	114.8	113.3	107.6	95.50	93.17	87.38
Chicoutimi	111.4	108.1	106.1	131.86	131.72	124.13
Montreal	123.0	121.5	121.8	117.10	115.42	110.34
Quebec	112.5	116.0	113.4	98.56	98.09	94.08
Shawinigan	94.5	92.7	99.6	121.16	119.16	110.87
Sherbrooke	115.8	114.0	116.1	99.30	99.79	92.75
Trois-Rivières	115.2	111.9	112.6	107.46	105.40	96.47
Ottawa-Hull	136.2	134.0	125.8	109.25	107.50	101.44
Belleville	123.7	121.4	114.4	103.20	102.73	97.42
Brampton	281.0	277.0	265.8	119.03	119.78	111.49
Brantford	135.9	136.1	114.5	111.42	112.98	99.49
Fort William-Port Arthur	124.5	121.4	120.2	118.25	116.84	102.63
Guelph	143.4	140.8	139.7	108.51	109.59	102.48
Hamilton	124.7	123.5	120.5	122.48	122.00	115.52
Kingston	130.6	127.0	124.3	113.62	114.56	109.49
Kitchener	154.2	151.0	144.9	107.53	106.88	100.86
London	124.9	122.6	119.6	113.76	112.10	103.35
Niagara Falls	113.7	107.1	104.6	112.90	111.87	102.79
Oshawa	144.5	140.9	139.6	136.19	136.96	141.74
Peterborough	142.3	138.1	131.4	122.07	121.90	113.41
Sarnia	144.4	141.4	141.1	155.20	152.58	142.69
Sault Ste. Marie	125.2	123.9	118.7	134.23	129.93	121.36
Sudbury	128.2	125.3	114.8	142.34	141.86	128.56
St. Catharines	142.9	139.6	142.9	134.00	132.20	123.25
Timmins	73.5	70.2	76.8	103.77	102.87	99.26
Toronto	132.9	132.3	127.6	122.41	121.60	112.89
Welland	115.9	112.0	111.0	137.58	133.93	126.01
Windsor	154.5	151.4	148.2	137.50	135.34	134.98
Winnipeg	120.8	116.1	117.1	100.36	99.59	92.23
Regina	124.6	121.6	122.5	102.82	101.52	94.63
Saskatoon	142.0	138.3	144.7	99.95	98.72	90.89
Calgary	147.8	142.9	137.9	115.14	114.27	105.64
Edmonton	143.4	140.4	135.5	110.00	110.76	101.44
Vancouver	139.5	136.3	128.6	124.06	123.28	115.29
Victoria	132.1	131.3	122.7	115.18	111.01	103.53

* Latest figures subject to revision. SOURCE: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††	Total Specified Industries
			Non-durables	Durables					Non-commercial Sector‡	Commercial Sector**		
						(in thousands)						
CANADA												
May 1969*	65.7	119.8	874.4	832.5	363.9	—	1,052.7	299.3	1,127.7	678.9	408.3	6,502.7
April 1969*	43.5	119.5	850.8	816.8	345.9	640.4	1,025.9	299.2	1,131.5	654.7	398.9	6,327.1
May 1968†	66.2	120.9	846.9	784.5	381.5	646.6	975.1	278.4	1,053.5	612.5	407.2	6,173.3
NEWFOUNDLAND												
April 1969*	1.3	5.7	7.8	1.6	7.2	14.0	17.1	2.1	21.7	7.8	7.6	94.0
March 1969*	1.7	5.8	8.8	1.7	6.2	13.3	16.8	2.2	21.8	7.6	7.5	93.3
April 1968†	1.6	5.7	9.2	2.2	7.8	14.8	15.4	1.8	22.3	6.3	7.8	94.9
PRINCE EDWARD ISLAND												
April 1969*	—	—	1.6	0.4	1.2	2.7	4.1	0.6	6.0	1.6	2.0	20.2
March 1969*	—	—	1.4	0.3	1.2	2.6	4.0	0.6	6.0	1.5	2.0	19.6
April 1968†	—	—	1.6	0.4	1.2	2.6	3.8	0.6	5.7	1.6	2.2	19.7
NOVA SCOTIA												
April 1969*	2.0	6.8	17.8	14.1	12.9	23.1	31.6	6.9	40.2	15.5	20.1	191.0
March 1969*	1.6	6.8	17.6	13.4	12.2	23.6	32.1	7.0	38.6	14.7	20.5	188.1
April 1968†	1.9	6.7	17.9	14.8	11.6	20.8	31.1	6.3	37.2	12.6	19.0	179.9
NEW BRUNSWICK												
April 1969*	2.6	2.3	16.8	10.7	8.1	21.3	24.8	4.5	32.1	9.8	11.4	144.4
March 1969*	3.0	2.3	15.9	10.6	7.6	23.0	24.7	4.5	32.0	9.8	10.9	144.3
April 1968†	3.4	2.5	15.7	11.3	8.1	21.4	22.9	4.4	30.5	10.3	10.8	141.3
QUEBEC												
April 1969*	7.5	24.5	320.4	197.4	76.1	173.6	256.0	86.0	306.1	164.2	83.4	1,695.2
March 1969*	7.4	24.4	317.9	196.2	72.2	173.7	253.7	82.9	301.9	163.1	89.2	1,682.6
April 1968†	7.2	25.5	317.0	192.9	73.3	172.6	235.8	78.6	290.3	152.0	84.1	1,629.3
ONTARIO												
April 1969*	8.0	35.1	370.1	464.2	143.6	208.1	409.0	127.4	421.4	267.8	165.0	2,619.7
March 1969*	9.1	35.0	370.5	461.4	132.9	206.3	406.1	126.9	410.7	264.4	166.9	2,590.2
April 1968†	8.1	34.9	365.1	439.7	133.0	209.9	375.8	119.1	380.5	232.3	164.9	2,463.3
MANITOBA												
April 1969*	0.6	6.9	28.2	21.3	15.3	42.1	53.0	13.3	49.8	31.3	19.3	281.0
March 1969*	0.7	7.1	27.8	21.3	14.5	43.7	51.6	13.0	51.8	29.8	18.8	280.1
April 1968†	0.5	6.3	27.2	19.3	15.1	44.1	51.5	12.6	48.3	28.3	19.2	272.9
SASKATCHEWAN												
April 1969*	0.3	5.2	9.9	5.3	11.4	24.9	39.1	10.0	47.4	21.6	17.6	192.7
March 1969*	0.4	5.4	9.5	5.5	10.3	25.0	39.2	8.4	47.2	19.8	17.9	188.6
April 1968†	0.5	5.0	9.7	5.6	13.6	24.7	38.3	8.2	45.0	18.0	17.9	186.5
ALBERTA												
April 1969*	1.5	20.9	26.9	26.0	35.4	49.8	82.7	18.3	96.0	54.6	31.3	443.4
March 1969*	1.9	23.0	26.6	25.7	32.6	50.1	81.6	18.7	96.3	58.3	30.8	445.6
April 1968†	1.5	18.6	26.4	23.2	34.5	47.1	79.5	17.7	87.7	48.0	30.8	415.0
BRITISH COLUMBIA												
April 1969*	19.7	9.6	51.6	76.0	34.0	79.0	108.0	30.3	109.4	79.8	39.0	636.4
March 1969*	19.1	9.4	49.6	76.2	33.5	77.2	108.3	29.5	110.4	78.0	39.5	630.9
April 1968†	18.2	10.1	50.7	68.0	33.3	75.9	101.2	27.6	100.9	68.4	38.3	592.6

* Preliminary. † Revised. ‡ Refers to employment in hospitals and education and related services, welfare and religious organizations and private households.

** Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

†† Excludes non-civilian employees.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	May 1969	April 1969	May 1968	May 1969	April 1969	May 1968
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	107.6	108.8	110.9	146.90	147.02	137.74
Metals	99.6	103.6	105.7	146.77	146.64	138.48
Mineral fuels	102.4	104.3	103.2	158.21	154.93	144.65
Non-metals except fuels	119.7	118.3	126.7	133.59	135.18	127.63
Quarries and sand pits	115.9	101.1	113.0	129.72	131.93	118.60
Services incidental to mining	154.2	146.1	143.1	149.28	152.79	140.86
MANUFACTURING	126.3	123.6	121.9	122.60	121.84	114.43
Durable goods	138.7	136.5	131.9	131.91	130.65	123.61
Non-durable goods	116.2	113.2	114.0	113.58	113.24	105.84
Food and beverages	109.8	102.8	109.7	107.75	107.97	100.54
Foods	109.0	101.7	109.2	103.84	104.40	97.73
Beverages	115.1	109.7	113.2	131.05	128.79	117.64
Tobacco processing and products	87.7	94.5	91.7	129.55	126.24	121.82
Rubber products	125.9	125.2	113.0	126.09	127.78	112.22
Leather products	100.7	100.1	99.1	81.08	80.02	75.23
Textile products	121.7	120.5	116.6	101.38	101.72	96.03
Knitting mills	117.0	116.6	111.3	78.20	77.88	71.93
Clothing	108.0	108.0	108.7	75.45	75.46	69.64
Wood products	115.7	112.6	108.0	109.98	109.87	102.83
Furniture and fixtures	130.9	130.2	124.5	99.82	100.20	92.31
Paper and allied industries	121.8	117.8	118.3	141.78	140.74	131.77
Printing, publishing and allied industries	115.3	114.6	114.6	126.90	126.41	119.56
Primary metal industries	132.2	129.7	124.8	145.56	142.21	136.32
Metal fabricating industries	137.0	134.9	130.1	128.03	127.09	119.33
Machinery, except electrical	148.9	149.0	136.0	140.39	141.75	126.27
Transportation equipment	157.8	156.4	153.4	145.10	142.27	140.54
Electrical products	150.4	147.5	142.5	125.13	124.94	116.45
Non-metallic mineral products	118.6	113.4	118.4	132.05	129.37	120.40
Petroleum and coal products	107.4	102.8	106.5	179.97	179.08	169.89
Chemicals and chemical products	121.9	120.5	120.2	137.83	137.25	128.22
Miscellaneous manufacturing industries	146.5	144.7	136.1	105.12	104.73	98.44
CONSTRUCTION	113.9	111.3	123.1	149.26	147.49	136.49
Building	119.5	126.2	128.4	145.12	143.70	133.86
Engineering	104.2	85.5	113.8	157.45	157.14	141.64
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	114.4	108.9	109.6	130.72	129.76	121.45
Transportation	110.0	103.2	104.9	129.18	128.11	120.27
Storage	111.9	109.4	111.9	116.20	114.03	105.61
Communication	123.5	121.6	118.7	126.58	124.72	116.75
TRADE	134.3	133.2	127.7	93.52	92.68	86.39
Wholesale trade	127.5	126.2	121.6	116.91	116.14	107.80
Retail trade	138.0	137.1	131.0	81.59	80.77	75.35
FINANCE, INSURANCE AND REAL ESTATE	137.9	136.1	130.8	114.52	113.58	106.07
Financial institutions	142.4	140.3	133.0	112.36	111.72	103.67
Insurance and real estate	131.9	130.5	127.7	117.68	116.27	109.44
SERVICE	169.7	163.4	157.3	83.55	83.16	78.76
Recreational services	166.7	144.0	149.3	77.79	77.31	67.44
Business services	187.5	186.2	174.4	129.59	127.81	120.20
Personal services	155.4	149.8	145.2	62.43	61.57	57.96
Miscellaneous services	196.3	192.7	180.2	85.56	86.11	87.83
INDUSTRIAL COMPOSITE	126.8	123.4	122.6	117.26	116.43	109.46

* Latest figures subject to revision.

NOTE: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1969	April 1969	May 1968	May 1969	April 1969	April 1968	May 1969	April 1969	May 196
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.6	41.4	41.9	3.23	3.23	3.03	134.47	134.04	127.2
Metals	41.1	41.0	41.4	3.35	3.35	3.15	137.59	137.46	130.5
Mineral fuels	41.0	41.4	41.7	2.97	2.84	2.67	121.80	117.31	111.0
Non-metals, except fuels	41.9	42.8	43.0	2.97	2.96	2.87	124.64	126.82	123.3
Quarries and sand pits	49.1	46.9	48.8	2.64	2.70	2.38	129.48	126.46	116.2
Services incidental to mining	41.4	40.5	41.4	3.47	3.57	3.28	143.87	144.23	135.7
MANUFACTURING	40.5	40.3	40.6	2.77	2.75	2.57	112.00	110.87	104.5
Durable goods	41.0	40.8	41.3	2.98	2.96	2.78	122.31	120.59	114.7
Non-durable goods	39.8	39.8	40.0	2.55	2.53	2.36	101.47	100.78	94.3
Food and beverages	39.6	39.3	40.1	2.44	2.46	2.26	96.85	96.56	90.5
Foods	39.5	39.1	40.0	2.36	2.38	2.20	93.40	93.23	88.1
Beverages	40.2	40.1	40.8	3.05	3.01	2.68	122.58	120.65	109.2
Tobacco processing and products	36.5	36.3	37.9	3.19	3.10	2.96	116.65	112.58	112.2
Rubber products	40.9	42.0	40.8	2.87	2.86	2.49	117.38	120.28	101.5
Leather products	39.2	38.6	39.4	1.89	1.88	1.75	74.30	72.80	68.8
Textile products	41.3	41.6	41.3	2.17	2.17	2.06	89.83	90.21	84.8
Miscellaneous textiles	39.6	39.7	40.8	2.21	2.26	2.20	87.54	89.94	89.7
Knitting mills	40.9	40.8	40.8	1.69	1.68	1.55	69.21	68.50	63.3
Clothing	37.1	37.1	36.9	1.86	1.86	1.71	68.99	68.87	63.0
Wood products	39.6	39.8	40.1	2.65	2.63	2.44	104.84	104.67	97.8
Furniture and fixtures	41.5	41.9	41.6	2.21	2.20	2.03	91.57	91.92	84.3
Paper and allied industries	41.1	41.2	41.2	3.25	3.20	2.99	133.55	131.71	123.2
Pulp and Paper mills	41.2	41.4	41.5	3.54	3.48	3.24	145.85	144.33	134.4
Printing, publishing and allied industries	37.8	37.7	38.3	3.28	3.26	3.06	123.92	123.09	116.9
Primary metal industries	41.5	40.7	41.0	3.31	3.27	3.12	137.06	132.83	127.6
Iron and steel mills	41.3	40.3	40.7	3.42	3.39	3.26	141.39	136.62	132.6
Metal fabricating industries	41.2	41.2	41.1	2.93	2.91	2.72	120.86	119.62	111.8
Machinery, except electrical	41.2	41.6	40.8	3.14	3.16	2.80	129.42	131.44	114.4
Transportation equipment	41.2	40.6	42.9	3.28	3.26	3.11	135.02	132.18	133.4
Aircraft and parts	41.7	40.2	40.4	3.22	3.22	2.92	134.41	129.40	118.0
Motor vehicles	41.0	40.6	44.1	3.37	3.35	3.22	138.03	135.94	142.0
Assembling	41.4	40.8	45.8	3.64	3.62	3.45	150.59	147.49	157.9
Parts and accessories	40.5	40.1	42.5	3.23	3.20	3.08	130.63	128.07	131.1
Shipbuilding and repairing	42.0	39.9	42.2	3.32	3.24	3.17	139.64	129.40	133.5
Electrical products	40.3	40.2	40.0	2.70	2.68	2.50	108.74	107.66	100.1
Communications equipment	40.0	39.7	39.7	2.59	2.59	2.37	103.52	102.54	93.8
Non-metallic mineral products	43.4	42.5	43.0	2.93	2.88	2.66	127.13	122.86	114.2
Petroleum and coal products	45.5	44.1	44.7	3.76	3.87	3.67	171.18	170.39	164.2
Chemical and chemical products	40.9	40.7	41.0	2.94	2.93	2.75	120.40	119.16	112.9
Miscellaneous manufacturing industries	40.4	40.3	40.5	2.24	2.23	2.07	90.36	89.81	83.9
CONSTRUCTION	40.5	39.4	40.6	3.61	3.66	3.29	146.24	144.38	133.7
Building	38.4	38.3	38.6	3.70	3.68	3.40	142.21	140.89	131.0
General contractors	38.3	38.1	38.9	3.56	3.56	3.32	136.20	135.61	129.2
Special trade contractors	38.5	38.4	38.3	3.81	3.77	3.46	146.85	144.65	132.4
Engineering	44.7	42.5	44.6	3.45	3.61	3.12	154.19	153.62	138.9
Highways, bridges and streets	44.5	41.6	45.7	2.97	2.96	2.62	132.20	123.07	119.8
Other engineering	44.9	43.1	43.5	3.90	4.03	3.63	175.08	174.05	158.2
OTHER INDUSTRIES									
Urban transit	42.8	41.3	42.0	3.37	3.35	3.10	144.21	138.56	130.4
Highway and bridge maintenance	37.3	36.0	38.8	2.51	2.57	2.44	93.51	92.34	94.7
Laundries, cleaners and pressers	38.0	38.0	38.4	1.61	1.61	1.49	61.21	61.32	57.4
Hotels, restaurants and taverns	32.2	32.0	33.4	1.61	1.60	1.49	51.93	51.15	49.6

Latest figures subject to revision.
SOURCE: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1964	41.0	2.02	79.51	106.8	103.7
1965	41.0	2.12	82.96	111.4	106.3
1966	40.8	2.25	86.94	116.8	108.8
1967	40.3	2.40	91.65	123.1	110.5
1968†	40.3	2.58	96.84	130.1	112.8
Last Pay Period in					
1968—April	40.7	2.56	104.28	140.1	117.4
May	40.6	2.57	104.52	140.4	117.2
June	40.4	2.57	103.94	139.6	115.9
July	40.0	2.56	102.23	137.3	113.7
August	40.4	2.59	104.63	140.5	116.1
September	41.0	2.62	107.43	144.3	118.9
October	40.9	2.64	108.22	145.4	119.2
November	40.9	2.66	108.68	146.0	119.4
December	38.0	2.70	102.56	137.8	112.4
1969—January	40.1	2.71	108.42	145.6	118.8
February	40.3	2.72	109.65	147.3	119.5
March	40.5	2.74	110.97	149.1	119.6
April*	40.3	2.75	110.87	148.9	119.2
May†	40.5	2.77	112.00	150.4	119.5

* Revised. † Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.

SOURCE: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	May 1969	April 1969	May 1968	May 1969	April 1969	May 1968
				$	$	$
Newfoundland	43.7	41.1	43.5	2.15	2.04	2.02
Nova Scotia	40.2	39.9	41.4	2.16	2.16	2.04
New Brunswick	40.7	41.0	41.7	2.20	2.25	2.01
Quebec	41.3	41.2	41.3	2.49	2.47	2.32
Ontario	40.5	40.3	40.8	2.92	2.89	2.71
Manitoba	39.4	39.5	39.3	2.42	2.43	2.30
Saskatchewan	40.7	40.2	37.8	2.94	2.94	2.71
Alberta	39.4	39.1	39.2	2.85	2.81	2.64
British Columbia	37.7	37.7	37.7	3.42	3.41	3.20

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS.

Latest figures subject to revision.

SOURCE: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 307, May issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act*

End of	Total	Employed	Claimants
1969—May	5,413,000	5,108,000	305,000
April	5,499,000	4,972,500	526,500
March	5,546,000	4,951,900	594,100
February	5,551,000	4,920,000	631,000
January	5,512,000	4,896,000	616,000
1968—December	5,446,000	4,948,100	497,900
November	5,411,000	5,069,400	341,600
October	5,346,000	5,081,500	264,500
September	5,356,000	5,109,300	246,700
August	5,387,000	5,117,200	269,800
July	5,321,000	5,000,000	321,000
June†	5,316,000	5,024,900	291,100
May	4,812,040	4,455,610	356,430‡

* May 1968 to March 1969 revised on the basis of book renewal at June 1, 1968.
† Effective June 30, 1968, coverage was increased to include salaried workers earning up to $7,800 a year.
‡ The number of persons reporting to local offices as claimants during the first two weeks of book renewal. For other months, the claimants are as shown in Table E-2.

Table E-4—Benefit Payments, by Province, June 1969

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	31,175	1,007,88
Prince Edward Island	2,752	74,73
Nova Scotia	34,461	1,044,26
New Brunswick	29,658	885,11
Quebec	282,752	9,173,40
Ontario	287,318	9,228,43
Manitoba	28,518	828,89
Saskatchewan	21,889	654,31
Alberta	32,036	1,002,70
British Columbia	82,000	2,596,74
Total, Canada, June 1969	832,559	26,496,49
Total, Canada, May 1969	1,693,786	52,848,54
Total, Canada, June 1968	915,228	23,400,57

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	June 1969			June 1968		
	Total	Initial	Renewal	Total	Initial	Renewal
CANADA	91,250	67,125	24,125	92,793	66,245	26,54
Newfoundland	3,140	2,525	615	2,006	1,549	45
Prince Edward Island	301	233	68	345	261	8
Nova Scotia	2,862	2,060	802	2,767	1,997	7
New Brunswick	2,544	1,999	545	2,398	1,821	5
Quebec	31,254	23,194	8,060	31,256	22,101	9,1
Ontario	32,097	23,184	8,913	34,934	24,720	10,2
Manitoba	2,172	1,645	527	2,580	2,020	5
Saskatchewan	1,793	1,358	435	1,567	1,261	3
Alberta	3,111	2,348	763	3,209	2,437	7
British Columbia	11,976	8,579	3,397	11,731	8,078	3,6

* In addition, revised claims received numbered 27,377.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at June 30, 1969

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	Total claimants June 28, 1968
CANADA	276,886	102,137	76,377	61,590	36,782	291,137
Male	167,770	66,460	47,762	34,247	19,301	177,098
Female	109,116	35,677	28,615	27,343	17,481	114,039
NEWFOUNDLAND	10,402	3,806	3,141	2,497	958	8,686
Male	8,563	3,355	2,672	1,863	673	6,872
Female	1,839	451	469	634	285	1,814
PRINCE EDWARD ISLAND	901	293	153	242	213	1,179
Male	552	195	108	108	141	737
Female	349	98	45	134	72	442
NOVA SCOTIA	11,757	3,736	3,497	2,881	1,643	10,998
Male	8,433	2,762	2,714	1,936	1,021	7,455
Female	3,324	974	783	945	622	3,543
NEW BRUNSWICK	9,967	3,315	2,719	2,363	1,570	9,682
Male	6,553	2,308	1,948	1,458	839	6,532
Female	3,414	1,007	771	905	731	3,150
QUEBEC	95,627	35,758	27,417	21,308	11,144	99,852
Male	62,260	24,516	18,368	13,530	5,846	66,679
Female	33,367	11,242	9,049	7,778	5,298	33,173
ONTARIO	93,255	36,043	25,182	19,244	12,786	97,926
Male	51,192	21,609	13,798	9,088	6,697	51,748
Female	42,063	14,434	11,384	10,156	6,089	46,178
MANITOBA	9,017	3,046	2,355	2,040	1,576	9,433
Male	4,604	1,655	1,194	932	823	4,969
Female	4,413	1,391	1,161	1,108	753	4,464
SASKATCHEWAN	6,545	1,791	1,653	2,035	1,066	5,686
Male	3,694	1,164	926	1,066	538	3,180
Female	2,851	627	727	969	528	2,506
ALBERTA	9,818	2,947	2,791	2,519	1,561	10,566
Male	5,317	1,681	1,609	1,264	763	5,985
Female	4,501	1,266	1,182	1,255	798	4,581
BRITISH COLUMBIA	29,597	11,402	7,469	6,461	4,265	37,129
Male	16,602	7,215	4,425	3,002	1,960	22,941
Female	12,995	4,187	3,044	3,459	2,305	14,188

* The bulk of the cases in this group were on claim from 27-39 weeks.
NOTE: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcoho
				(1961 = 100)				
1964—Year	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.
1968—August	120.7	123.9	118.9	120.6	115.1	128.2	119.9	121.
September	121.1	123.4	119.8	121.2	115.4	128.5	121.0	121.
October	121.4	122.9	120.3	122.8	114.9	129.0	121.4	121.
November	121.9	123.4	120.9	123.4	115.7	129.4	123.3	121.
December	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.
1969—January	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.
February	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.
March	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.
April	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.
May	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.
June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.
July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.
				(1949 = 100)				
August	164.0*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—August, 1969

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcoho
	Aug. 69	July 69	Aug. 68							
						(1961 = 100)				
St. John's, Nfld.	120.6	120.0	118.2	123.9	113.3	126.7	110.4	128.7	110.6	134.
Halifax	121.4	120.4	115.3	131.9	113.1	121.6	109.7	136.0	125.6	127.
Saint John	121.6	121.0	116.3	128.3	113.3	127.3	118.0	128.7	126.7	126.
Montreal	123.2	122.7	118.9	127.6	115.0	122.7	121.9	127.5	136.2	128.
Ottawa	124.3	123.8	119.6	131.4	114.7	125.4	118.5	136.1	134.7	132.
Toronto	125.8	124.9	120.0	130.0	118.6	128.5	126.9	133.8	124.1	130.
Winnipeg	123.9	123.7	118.7	129.3	112.2	131.0	124.3	138.4	127.4	129.
Saskatoon-Regina	120.7	120.5	116.4	128.9	113.7	125.5	112.3	125.2	127.2	121
Edmonton-Calgary	122.4	122.2	117.3	126.9	115.9	124.6	117.1	136.7	130.1	122.
Vancouver	120.1	120.0	115.2	128.9	113.1	123.5	116.2	128.6	117.9	113

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices between cities.

G—Strikes and Lockouts

tatistical information on work stoppages in Canada is ompiled by the Economics and Research Branch of the anada Department of Labour on the basis of reports from he Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

able G-1—Strikes and Lockouts, 1964-1969

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per cent of Estimated Working Time
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
1968	559	582	223,562	5,082,730	0.32
1968—August	57	146	59,956	635,340	0.43
September	42	124	30,065	346,140	0.27
October	26	91	20,047	313,990	0.22
November	19	70	14,563	221,540	0.16
December	17	58	13,196	104,980	0.08
1969—January	33	64	10,048	125,680	0.09
February	26	62	15,467	137,070	0.11
March	38	83	22,696	169,120	0.13
April	50	95	30,211	272,490	0.20
May	64	125	108,563	1,099,450	0.79
June	58	133	61,407	911,680	0.64
July	33	113	70,723	1,058,150	0.69
August	44	117	74,686	1,178,780	0.81

Preliminary.

able G-2—Strikes and Lockouts, by Industry ugust 1969, (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
orestry	—	1	410	8,200
lines	2	9	7,461	93,880
Manufacturing	27	59	46,885	900,070
onstruction	9	23	10,406	110,190
ransportation and utilities	3	6	8,203	48,140
rade	1	13	1,111	15,800
inance	—	—	—	—
ervice	2	6	210	2,500
ublic administration	—	—	—	—
ALL INDUSTRIES	44	117	74,686	1,178,780

Table G-3—Strikes and Lockouts, by Jurisdiction August 1969, (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	2	1,470	30,800
Prince Edward Island	—	—	—	—
Nova Scotia	6	7	1,385	5,490
New Brunswick	—	—	—	—
Quebec	15	29	5,586	73,670
Ontario	19	56	55,246	974,740
Manitoba	—	1	35	700
Saskatchewan	—	2	69	1,270
Alberta	3	7	1,196	12,620
British Columbia	—	9	2,143	39,070
Federal	1	4	7,556	40,420
ALL JURISDICTIONS	44	117	74,686	1,178,780

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1969 (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
FORESTRY						
MacMillan Bloedel Ltd., (Franklin River Division), Vancouver Island, B.C.	Woodworkers (AFL-CIO/CLC)	410	8,200	23,370	June 10 —	Absence of a fourth daily meal a camp—
MINES						
Metal						
Wabush Mines Co., Pointe Noire, Que.	Steelworkers Locs. 6254 and 6680 (AFL-CIO/CLC)	463	9,720	37,500	May 7 —	Wages, Hours—
Iron Ore Co. of Canada Ltd., Labrador City, Nfld.	Steelworkers Loc. 5795 (AFL-CIO/CLC)	1,400	29,400	109,200	May 10 Sept. 2	Wages, hours—74¢ an hr. in crease spread over 30 mo. cor tract, other improved benefits.
Iron Ore Co. of Canada Ltd., Sept-Iles and Schefferville, Que.	Steelworkers Locs. 5569 and 5567 (AFL-CIO/CLC)	1,030	15,960	74,670	May 10 Aug. 30	Wages, hours—Return of work ers, settlement terms not reporte
Gaspe Copper Mines Ltd., Murdochville, Que.	Steelworkers Loc. 6086 (AFL-CIO/CLC)	700	8,400	46,900	May 14 Aug. 18	Wages—65¢ per hr. increase ove 3-yr. contract.
Falconbridge Nickel Mines Ltd., Falconbridge and Onaping areas, Ont.	Mine, Mill and Smelter Workers Loc. 598 (Ind.)	3,268	22,880	22,880	Aug. 21 —	Wages, fringe benefits—
Mineral Fuels						
Great Canadian Oils Sands Ltd., Fort McMurray, Alta.	Oil Workers (AFL-CIO/CLC)	300	1,500	1,500	Aug. 25 —	Wages—
Non-Metal						
Canadian Rock Salt Co., Ojibway Mines, Essex, Ont.	Auto Workers Loc. 195 (CLC)	173	3,460	18,500	Mar. 30 —	Wages—
Quarries						
Canada Crushed Stone, Dundas and Hamilton, Ont.	District 50 (U.M.W.A.) Loc. 14979 (Ind.)	107	2,140	3,100	July 19 —	Wages, fringe benefits, workin conditions—

able G-4—Strikes and Lockouts Involving 100 or More Workers, August 1969 (Preliminary)

dustry mployer ocation	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
ANUFACTURING						
ubber						
Goodyear Tire and Rubber Company of Canada. Valleyfield, Que.	Rubber Workers Loc. 774 (AFL-CIO/CLC)	450	6,750	6,750	Aug. 11 —	Not reported—
extiles						
Daily and Morin Limitée, Lachine, Que.	Clothing Workers' Federation (CNTU)	225	2,250	2,250	Aug. 18 —	Wages, hours—
Wabasso Cotton Co. Ltd., Welland, Ont.	United Textile Workers Loc. 155 (AFL-CIO/CLC)	513	4,100	4,100	Aug. 18 Aug. 28	Company's decision to have slubber tenders work without helpers—Normal operations resumed with exception of 13 workers.
ood						
Crestbrook Forest Industries Limited, Fort MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)	105	7,100	18,710	Dec. 17 —	Wages, fringe benefits, holidays—
Gillies Bros. & Co. Ltd., Braeside, Ont.	Woodworkers (AFL-CIO/CLC)	240	2,640	4,080	July 24 Aug. 18	Wages—42¢ per hr. increase across the board, retroactive pay pro rata $50., medicare premiums on 50-50 basis.
Kootenay Forest Products Ltd., Nelson, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC)	289	5,780	7,510	July 24 —	Suspension of one employee—
Wayerhausser, Québec Ltée, Princeville, Cté Arthabaska, Que.	Building and Woodworkers Federation (CNTU)	132	2,380	2,380	Aug. 6 —	Wages, hours, vacations, holidays
rimary Metals						
International Nickel Co. of Canada Ltd., Sudbury District and Port Colborne, Ont.	Steelworkers Locs. 6500 and 6200 (AFL-CIO/CLC)	17,500	350,000	625,000	July 10 —	Wages, fringe benefits—
Algoma Steel Corp., Sault Ste. Marie, Ont.	Various unions	7,583	167,910	167,910	Aug. 1 —	Wages, other benefits—
Steel Co. of Canada Ltd., Various Locations, Quebec.	Steelworkers various locals (AFL-CIO/CLC)	1,082	10,820	10,820	Aug. 16 –	Wages, fringe benefits—
etal Fabricating						
Engineering Products of Canada Ltd., Boucherville, Que.	Steelworkers Loc. 5792 (AFL-CIO/CLC)	125	2,630	8,010	June 2 —	Wages, fringe benefits—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1969 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Curtis Products Cobourg, Ont.	Machinists, Loc. 788 (AFL-CIO/CLC)	102	2,040	2,960	July 21 —	Wages—
Steel Co. of Canada Ltd., Various locations, Ontario.	Steelworkers various locals (AFL-CIO/CLC)	13,500	270,000	270,000	Aug. 1 —	Wages, fringe benefits—
Machinery						
Otis Elevator Co. Ltd., Hamilton, Ontario.	Steelworkers Loc. 1762 (AFL-CIO/CLC)	553	11,060	42,030	May 14 —	Wages, working conditions—
Stephens-Adamson Mfg. Co. of Canada Ltd., Belleville, Ont.	Mine Workers Loc. 5303 (Ind.)	130	1,300	1,300	Aug. 15 –	Unable to reach agreement o fringe benefits—
Ex-Cell-O Corp. of Canada Ltd., London, Ont.	Moulders Loc. 49 (AFL-CIO/CLC)	125	60	60	Aug. 28 Aug. 29	Alleged dispute over method job posting—Return of worker
Transportation Equipment						
SKD Manufacturing Co., Amherstburg, Ont.	Auto Workers Loc. 89 (CLC)	330	6,270	6,270	Aug. 5 —	Wages, retroactive dating of contract, pension benefits—
Lunenburg Foundry and Engineering Co., Lunenburg, N.S.	Machinists Loc. 1716 (AFL-CIO/CLC)	147	2,350	2,350	Aug. 8 –	Wages—
Electrical Products						
Moffats Ltd., Weston, Ont.	Steelworkers Loc. 3129 (AFL-CIO/CLC)	600	9,000	12,600	July 24 Aug. 24	Failure to agree in a new con tract—Return of workers.
R.C.A. Limited, Midland, Ont.	I.U.E. Loc. 532 (AFL-CIO/CLC)	400	500	500	Aug. 7 Aug. 11	Wages—Return of workers.
Croname McDonald Ltd., Waterloo, Que.	Steelworkers Loc. 5207 (AFL-CIO/CLC)	163	2,120	2,120	Aug. 13 —	Wages—
Non-Metallic Mineral Products						
Asbestonos Corporation Ltd., St. Lambert, Que.	Les Travailleurs Unis de St. Lambert Inc.	150	150	9,450	May 5 Aug. 4	Not reported—Not reported
Libby-Owens-Ford Glass of Canada Ltd., Collingwood, Ont.	International Operating Engineers, (AFL-CIO/CLC)	137	1,100	1,100	Aug. 20 –	Wages, rates for overtime o Sundays—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1969 (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Petroleum and Coal Products						
Six oil refineries Lower Mainland, B.C.	Oil Workers Loc. 9-601 (AFL-CIO/CLC)	550	11,460	46,150	May 21 —	Wages, fringe benefits—
Miscellaneous Manufacturing						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	5,900	95,710	May 17 1968	Wages, union security, grievance procedure—
CONSTRUCTION						
Several plumbing contractors, Various locations Northwestern Ontario	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,000	57,600	July 15 1968	Wages, other benefits—
Toronto Construction Association Metro Toronto, Ont.	Various unions	3,650	18,250	854,050	May 1 Aug. 11	Wages—Wage increases, other benefits.
Hamilton Construction Association Hamilton, Ont.	Various unions	1,058	21,160	86,060	May 2 —	Wages—
Windsor Construction Association, Windsor, Ontario.	Various unions	800	16,930	99,310	May 28 —	Wages—
Sudbury Construction Association, Sudbury and area, Ontario.	Carpenters Loc. 2486 (AFL-CIO/CLC)	650	1,300	29,050	May 29 Aug. 6	Wages, other benefits—Wage increase of $1.55 an hr. over 2 yrs., 2% vacation pay increase.
Electrical Construction Association of Hamilton, Hamilton, Ontario.	I.B.E.W. Loc. 105 (AFL-CIO/CLC)	550	11,000	23,100	July 2 —	Wages, working conditions, fringe benefits—
Sudbury Construction Association, Sudbury, Ont.	International Operating Engineers Loc. 793 (AFL-CIO/CLC)	400	6,400	15,200	July 2 Aug. 25	Slowness in negotiation of new contract—Wage increases.
Forming Contractors' Association of Metro Toronto, Metro Toronto, Ont.	Canadian Concrete Forming Union (Ind.)	750	15,000	29,250	July 7 —	Wages, hours, other benefits—
Electrical Contractors of Oshawa and Port Hope Oshawa and Port Hope, Ont.	I.B.E.W. Loc. 894 (AFL-CIO/CLC)	130	2,340	4,420	July 10 Aug. 28	Wages—Starting rate raised to $5.50 per hr., $1. per hr. increase by Nov. 1, 1970

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1969 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Various plumbing firms, Various locations St. Maurice region, Que.	Building and Woodworkers Federation (CNTU)	450	6,300	6,300	Aug. 5 Aug. 25	Wages—Return of workers
Parsons Construction, Point Tupper, N.S.	International Operating Engineers Loc. 721 (AFL-CIO/CLC)	475	950	950	Aug. 11 Aug. 13	Refusal to handle material sup plied by local non-union sup plier—Return of workers whe court order issued.
Adam Clark and Co. Ltd., Ingleside, Ont.	Painters Loc. 200 (AFL-CIO/CLC)	142	280	280	Aug. 15 Aug. 19	Union recognition, first con tract—Workers replaced by unio men.
Formco North Atlantic Forms Joint Venture, Halifax, N.S.	Labourers Loc. 615 (AFL-CIO/CLC)	110	440	440	Aug. 19 Aug. 25	Dismissal of one workers— Return of workers when cour order issued.
Robert McAlpine Ltd., Toronto, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	178	530	530	Aug. 19 Aug. 22	Wages—Wage increase, other benefits.
C. W. Miller Ltd. Guilfords Ltd., Various locations, Nova Scotia.	Asbestos Workers Loc. 116 (AFL-CIO/CLC)	110	550	550	Aug. 25 —	Wages, fringe benefits—
Lummus (Canada) Ltd., Port Hawkesbury, N.S.	Plumbers (AFL-CIO/CLC)	400	400	800	Aug. 18 Aug. 20	Intra-union dispute—Return o workers.
Sudbury Mechanical Contractors Association, Sudbury and area, Ont.	Sheet Metal Workers Loc. 504 (AFL-CIO/CLC)	140	420	420	Aug. 27 —	Wages—
TRANSPORTATION AND UTILITIES						
Transportation						
*Lakehead Freightways Limited, Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man.	Teamsters various locals (Ind.)	100	2,380	15,120	Feb. 19 —	Hours of work, safety condition
*Quebec North Shore and Labrador Railway, Sept-Iles, Que.	Machinists Loc. 767 (AFL-CIO/CLC)	525	3,380	4,480	July 28 Aug. 9	Wages, hours, other benefits Return of workers, settleme terms not reported.
Edmonton Transit System, Edmonton, Alta.	Transit Union Loc. 569 (AFL-CIO/CLC)	625	7,590	7,590	Aug. 15 —	Wages—
*Fédération des Armateurs du Canada Inc., Cap de la Madeleine, Que.	I.L.A. Loc. 1846 (AFL-CIO/CLC)	331	1,660	1,660	Aug. 25 Sept. 2	Mechanization, reduction in nur ber of workers in gang, slit loads—Return of workers wh court injunction issued.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1969 (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
*British Columbia Telephone Co., Province wide, B.C.	B.C. Telephone Workers, Various locals (CLC)	6,600	33,000	198,000	June 27 Aug. 7	Wages, hours, fringe benefits—Wage increase of 19.8% over 2 yrs.; other improvements.
TRADE						
Various grocery supermarkets, Metro Vancouver, B.C.	Butcher Workmen Loc. 212 (AFL-CIO/CLC)	800	12,670	133,930	May 24 Aug. 26	Wages, 4-day work week, job security—Wage increase, other improved benefits.
SERVICE						
Lakehead Hotel Keepers Association, Fort William-Port Arthur, Ont.	Hotel Employees Loc. 757 (AFL-CIO/CLC)	116	1,840	2,070	July 30 Aug. 23	Wages, fringe benefits—Wage increases, other improved benefits.

*Federal jurisdiction.

Table H—Employment Fatalities in Canada During Second Quarter of 1969

	Agriculture	Forestry	(1) Fishing	(2) Mining	Manufacturing	Construction	(3) Transportation	Trade	(4) Finance	(5) Service	(6) Public Administration	Total	Per Cent of Total
By Industry* and Age Group													
14-19	2	2	—	—	—	—	1	—	—	1	—	6	3.8
20-24	2	3	5	8	7	3	4	—	—	1	—	33	20.7
25-44	—	6	1	12	15	12	19	1	—	2	8	76	47.8
45-64	—	—	2	7	4	6	14	2	—	3	2	40	25.2
65 and over	—	—	—	—	1	—	—	1	—	1	1	4	2.5
TOTAL	4	11	8	27	27	21	38	4	—	8	11	159**	100.0
By Industry and Occupation†													
Farmers (a)	4	—	—	—	—	—	—	—	—	—	—	4	2.5
Loggers (b)	—	10	—	—	—	—	—	—	—	—	—	10	6.3
Fishermen (c)	—	—	8	—	—	—	—	—	—	—	—	8	5.0
Miners (d)	—	—	—	21	—	—	—	—	—	—	—	21	13.2
Craftsmen (e)	—	1	—	1	17	13	14	3	—	—	3	52	32.7
Labourers (f)	—	—	—	—	1	6	2	—	—	4	3	16	10.
Transport (g)	—	—	—	2	5	—	20	—	—	—	1	28	17.6
Managerial	—	—	—	—	2	2	1	1	—	—	1	7	4.
Professional (h)	—	—	—	3	—	—	—	—	—	—	—	3	1.
Clerical	—	—	—	—	—	—	—	—	—	—	—	—	-
Sales	—	—	—	—	1	—	—	—	—	—	—	1	0.
Services (i)	—	—	—	—	1	—	1	—	—	4	3	9	5.
TOTAL	4	11	8	27	27	21	38	4	—	8	11	159**	100.
By Industry and Type of Accident‡													
Struck by objects (j)	—	10	—	12	7	10	3	—	—	2	1	45	28.
Falls and slips (k)	—	—	8	1	2	7	7	1	—	2	3	31	19.
Collisions, derailments (l)	—	—	—	6	5	1	19	2	—	1	3	37	23.
Caught in, on, between(m)	2	1	—	2	4	1	3	—	—	—	1	14	8.
Inhalations (n)	—	—	—	6	1	—	—	—	—	—	2	9	5.
Conflagrations (o)	1	—	—	—	3	—	—	—	—	3	—	7	4.
Electric current (p)	1	—	—	—	4	2	5	1	—	—	—	13	8.
Over-exertion (q)	—	—	—	—	1	—	—	—	—	—	—	1	0.
Striking against (r)	—	—	—	—	—	—	—	—	—	—	—	—	-
Miscellaneous (s)	—	—	—	—	—	—	1	—	—	—	1	2	1.
TOTAL	4	11	8	27	27	21	38	4	—	8	11	159**	100.
PER CENT OF TOTAL	2.5	6.9	5.0	17.0	17.0	13.3	23.9	2.5	—	5.0	6.9	100.0	

* Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insuranc and real estate. (5) Community, business and personal service. (6) Defence.

† Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process a related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupatio workers. (i) Recreation workers.

‡ Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorption ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (Violence, bites, stings, etc.

** Of these totals, 115 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 44 we obtained from other sources.

Canada Department of Labour Publications

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1968.

Industrial and Geographic Distribution of Union Membership in Canada, 1968. (English or French). Price 15 cents, Cat. No. L31-768.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/*1967*.

Wage Rates, Salaries and Hours of Labour, 1967. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, $10.00; service without indexed binder, $7.50; individual tables, 15 cents. Paperback volume, $3.00. (Bilingual). Cat. No. L2-550.

Working Conditions in Canadian Industry, 1967. (Bilingual). Price $2.00, Cat. No. L2-15/1967.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

Legislation Branch

Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section) and workmen's compensation. (English or French). Price 75 cents Cat. No. L2-7/1968.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available on request). 1969. (English or French). Price $1.00, Cat. No. L34-1969.

Occasional Papers

3 Wage Determination in Canada, by George Saunders, 1965. Price 50 cents Cat. No. L2-26/3.

4 Studies in the Economics of Education, by Bruce W. Wilkinson, 1966. Price $2.50, Cat. No. L2-26/4.

5 Determination of the Appropriate Bargaining Unit by Labour Relations Boards in Canada, by Edward E. Herman, 1966. Price $3.50, Cat. No. L2-26/5.

Women's Bureau

Maternity Leave Policies. A special survey of maternity leave practices in Canadian industry. 1969. Cat. No. L38-2769

Facts and Figures—Women in the Labour Force. 1969. (Available only from Canada Department of Labour, Ottawa)

Part-Time Employment in Retail Trade. A study of the growth of part-time employment in Canada. 1969. Cat. No. L38-2369

The New Role of Women, by Sylva M. Gelber, Director, Women's Bureau. 1969. (Available only from Canada Department of Labour, Ottawa)

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